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A Call for Defence of Freedom of Expression

THE growing threat to freedom of expression brought journalists and academics from across Canada to Ottawa Nov. 1–3 for a conference jointly sponsored by CAUT and Canada's largest union of media workers, the Communications, Energy and Paperworkers Union of Canada.

After hearing what was happening in newsrooms and campuses across North America in the aftermath of Sept. 11 and as a result of commercialization and concentration of media ownership, delegates voted unanimously for a statement calling on CAUT and CEP to "work together to promote and defend freedom of expression, including academic and journalistic freedom."

Specific provisions called for the defence of journalists from undue commercial and political pressures, promotion of public service values and a diversity of voices in the media, and for support for adequate public funding for academic research to maintain its independence and integrity.

Delegates also called for the two organizations to develop practical mechanisms to rally support for journalists or academics whose freedom of expression is threatened or denied.

Aidan White, general secretary of the International Federation of Journalists, welcomed delegates' call for the IFJ, Educational International and Public Service International to convene an international meeting next year to explore ways of providing more effective international protection of freedom of expression for journalists, academics and public servants.

John Baglow, a regional executive vice-president of the Public



Disciplining Dissent — Aidan White delivers keynote address in Ottawa Nov. 2.

Service Alliance of Canada, urged that the defence of freedom of expression be expanded to "reclaim our public space." Conference delegates agreed, calling for CAUT and CEP to work with other groups in the defence of freedom of expression, civil liberties and fundamental human rights.

CAUT president Victor Catano and CEP media vice-president Peter Murdoch agreed to take the conference resolution to their organizations' governing bodies for ratification and to meet again within six months to discuss other joint actions. ■

Conference Statement

The participants in the Disciplining Dissent Conference, recognizing the threats to freedom of expression arising from the current economic and political climate, request that CAUT and CEP undertake the following actions:

1. Work together to promote and defend freedom of expression, including academic and journalistic freedom;

2. Defend the work of journalists and academics from undue commercial influence and political pressures by: promoting public service values in all media, particularly broadcasting; strengthening and advancing the cause of teaching and research in the public interest; encouraging a diversity of voices in the media in the face of excessive media ownership concentration; ensuring the independence and integrity of academic research through adequate public funding; and developing practical mechanisms for joint action in defence of journalists and academics whenever freedom of expression is threatened;

3. Work with other groups, such as public sector unions, civil liberties associations and social justice and human rights organizations, in defence of freedom of expression, civil liberties and fundamental human rights;

4. Urge the International Federation of Journalists, Education International and Public Service International to hold an international meeting on freedom of expression for journalists, academics and public servants;

5. Make a commitment to meet within six months to consider further joint actions in support of these objectives.

Les charges de cours d'Acadia : la grève est évitée

APRÈS sept mois de négociations intermittentes, les professeurs et professeures à temps partiel de l'Université Acadia ont accepté leur premier contrat avec l'employeur.

L'entente d'un an comprend d'importantes hausses salariales, l'accès à des ordinateurs portables, la reconnaissance des années de service antérieures dans l'embauchage, une disposition sur la liberté universitaire et la propriété intellectuelle et une caisse de perfectionnement professionnel.

« Nous sommes soulagés que cela soit terminé », a déclaré Heather Pyrcz, professeure d'anglais à temps

partiel et membre de l'équipe de négociation.

L'association de professeurs et l'administration négocient depuis le mois d'avril. Le gouvernement provincial a nommé un conciliateur après la rupture des négociations pendant l'été.

« Il a fallu un vote unanime de grève et un solide appui des étudiants pour aboutir à cette convention collective », a dit Vernon Provencal, président de l'Acadia University Faculty Association.

Le 2 octobre, les professeurs et professeures à temps partiel ont rejeté l'offre de règlement de l'univ-

ersité par un vote unanime puis ont voté à l'unanimité en faveur de la grève s'il était impossible d'obtenir une entente acceptable.

Devant l'imminence d'une grève, le conciliateur Darrell Foley, a convoqué les deux parties à la table de négociation le 17 octobre.

« Nous avons réussi à régler les questions en litige grâce aussi à l'existence de la Caisse de défense de l'ACPPU et à l'appui des professeurs à temps plein », a mentionné Mme Pyrcz.

Les professeurs et professeures à temps partiel ont également reçu un solide appui des étudiants et étu-

dantes de l'université qui ont diffusé un communiqué dans lequel ils annonçaient une résolution unanime soutenant la légitimité de la demande d'un contrat équitable.

« Les questions en litige étaient d'ordre pédagogique, ce qui explique pourquoi ils ont reçu un tel appui de la population étudiante », a ajouté M. Provencal. « Avant d'adhérer au syndicat, les professeurs et professeures à temps partiel d'Acadia étaient invisibles. Ils sont maintenant visibles et ont prouvé qu'il fallait négocier avec eux. » ■

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CAUT & ACPPU BULLETIN

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LETTERS COURRIER

Misguided Critics

The October 2002 Bulletin reports on Campus Watch, a web site that aims to monitor and publicize anti-Israel bias within Middle East studies programs in North America. The overwhelming consensus of those quoted, which include CAUT executive director James Turk, is that Campus Watch is a threat to academic freedom.

What the detractors do not state are any reasons why academic freedom is threatened. The methods of Campus Watch are to publicize what it considers to be objectionable statements and writings. So long as these reports are accurate, it is hard to fathom how academic freedom is threatened by increased exposure.

Surely a system that defends the academic freedom of the likes of Phillip Rushton can tolerate a publication that is fulfilling basically a journalistic and critical role. Furthermore, to stifle Campus Watch would be an affront to freedom of speech, which is intimately linked to (and a more fundamental right than) academic freedom.

Rather than denying its right to exist, opponents of Campus Watch should focus on critiquing its content, which is a legitimate form of academic discourse.

MICHAEL GREENSPAN
Electrical & Computer Engineering, Queen's University

Nothing to Hide

I am not sure Peter Fitzgerald of Carleton University is living in the same universe I am. He is quoted in an article critical of the Middle East Forum web site (Bulletin, Oct. 2002), which lists professors of Middle East studies critical of the political positions taken by the United States government. According to the article, he states: "I would hope that any academic would find the idea of collecting information and assembling 'dossiers' on the classroom teaching of colleagues to be both bizarre and repugnant."

Perhaps that is the situation in his institution. At mine, however — and in practically every university I know — evaluation of a professor's teaching by students and colleagues is a rather routine experience, and often a very public one.

The larger question the article raises is whether academic freedom means an individual professor is immune from public scrutiny and criticism. I do not believe in such mythical "ivory towers." Assuming things said or written in public deserve open and public discussion — which is

what I thought the academy was for — then those advocating certain positions should not mind that the positions they advocate become public.

It is dismaying to think that, considering the many real problems facing CAUT, the CAUT leadership should be engaged in an active attempt to suppress public scrutiny and discussion of scholars' positions.

IRA ROBINSON
Religion, Concordia University

Fitzgerald Replies

Let me assure Ira Robinson that even in my corner of the ivory tower we collect information about what goes on in the classroom. We do this to ensure that our instructors are effective teachers whose lectures meet the canons of their discipline for rigor and fairness.

That, however, is where we draw the line on vetting classroom teaching. We do not test for acceptable opinions on controversial matters of international politics, nor do we define the contours of patriotic thinking. We do not tell colleagues there is a "right" interpretation of U.S. foreign policy or the Israeli-Palestinian conflict. And we do not publish black lists of colleagues who think differently from the way we do.

Does that amount (as Robinson argues) to granting academics immunity from public discussion of the views they profess? Not at all: rational debate and genuine discussion are what the academy is all about. But Campus Watch is not in the business of fostering "discussion." The goal of the site is to place outside the ambit of legitimate debate views that differ from those behind the site. Academics with opposing views are not mistaken; they are, by definition, engaged in deliberate disinformation and unprofessional conduct and thus merit being placed on a black list. That is not "discussion."

The issue at stake here goes beyond arguments about the Middle East. Either you believe it is legitimate to use the specious label of "public scrutiny" to intimidate those whose views on politics and history you do not like. Or you don't. And because we all have to answer that question, Campus Watch actually performs a useful service — though one its organizers hardly intended. They see nothing amiss in compiling dossiers on academic colleagues and then publishing lists of those who don't happen to hold the right opinions. By doing so they allow those who support such methods to self-identify.

E.P. FITZGERALD
History, Carleton University

Recul de l'Université de Waterloo dans l'affaire Microsoft Corporation

Le recteur de l'Université de Waterloo s'est excusé pour la manière dont son administration avait traité le don controversé de Microsoft Canada.

Le recteur David Johnston a admis que le conseil d'université aurait dû approuver l'entente conclue avec Microsoft.

« Les politiques de l'université sur les modifications des programmes d'études et sur la liberté universitaire sont rigoureuses et nous sommes très satisfaits que l'administration les respecte », a déclaré Catherine Schryer, présidente de l'association des professeurs de l'Université de Waterloo.

Les dirigeants de l'université ont déclenché une fureuse controverse il y a quelques mois lorsqu'ils ont annoncé un nouveau partenariat avec Microsoft. Selon cette entente, l'université devait recevoir 2,3 millions de dollars pendant cinq ans de Microsoft Academic Innovation Alliance dans le but de financer des programmes d'enseignement et de recherche.

Les critiques craignaient que, en échange de ce financement, l'université doive utiliser un nouveau langage de programmation de Microsoft appelé Visual C# comme l'élément principal du cours de programmation informatique de première année. De même, tous les élèves du secondaire admis au programme de génie électrique et informatique auraient du suivre un cours d'introduction en ligne sur le langage de Microsoft.

Dans une lettre bien sentie envoyée au recteur Johnston en août, Mme Schryer a fait part des inquiétudes du corps professoral au sujet de l'entente avec Microsoft et de leur crainte qu'elle entraîne des modifications au programme d'études que le conseil d'université devrait approuver. Elle a ajouté que la liberté universitaire des membres du corps professoral dispensant le programme C# pourrait être compromise et que l'université pourrait donner l'impression d'appuyer les produits Microsoft.

Lors d'une réunion du conseil d'université, le recteur a accepté les critiques et a annoncé que l'université et Microsoft avaient signé une lettre d'entente supplémentaire pour aider à apaiser les préoccupations du corps professoral et du personnel.

Selon la lettre d'entente, aucune décision relative au programme d'études ne sera prise avant que l'université ne demande l'accord nécessaire du comité des programmes du département de génie électrique et informatique, du comité des admissions à la faculté de génie, du comité de l'enseignement de la faculté de génie, du comité des études de premier cycle de la faculté de génie, du comité de mise en œuvre de la première année, du conseil d'université pour le premier cycle, du bureau du registraire de l'université et du conseil d'université, ainsi que l'exigent les politiques et l'usage de l'université.

L'Université de Waterloo dispose d'un an pour épouser le processus décisionnel officiel sur l'utilisation du langage C# en génie électrique et informatique et pour informer Microsoft sur l'acceptation ou non du projet.

Selon Mme Schryer, la lettre d'entente est une grande victoire pour le corps professoral.

« Pendant la controverse autour de Microsoft, à plusieurs reprises nous avons souligné à l'administration que l'entente semblait contrevient aux politiques de l'université », a-t-elle dit.

« La lettre d'entente avec Microsoft montre clairement que ces politiques régissent les actions de l'université. Nous nous félicitons qu'une déclaration publique le prouve. Le vice-recteur à l'enseignement a également accepté d'entreprendre un processus qui permettra d'examiner minutieusement les ententes analogues à celle de Microsoft. Nous attendons avec impatience les détails de ce processus. » ■

English on page A10.



President's Column

Chronic Underfunding Takes Its Toll

By VICTOR CATANO

CANADA'S post-secondary institutions are in real trouble due to underfunding on the part of both the federal and provincial governments, the consequences of which faculty and librarians have no difficulty seeing.

The number of university and college teachers has declined by nearly 10 per cent over the past decade, to the point where the quality and range of education students receive is seriously threatened.

The acquisition of books and journals by academic libraries has plummeted so severely that major Canadian research libraries rank at the bottom of those in North America.

The infrastructure of universities is in such serious disrepair that some buildings are being cited as health and safety hazards.

Tuition fees and student debt loads have risen dramatically, putting access to post-secondary education beyond the reach of a growing number of Canadians.

Professional schools are becoming the preserve of high-income families and deterring students from pursuing lower paying, socially relevant jobs in order to pay off loans. The average debt load of students at Dalhousie's law school is \$38,000, reveals a student survey. The Dalhousie program, whose tuition will increase by more than 50 per cent in three years is by no means the highest tuition in the country.

Faced with less core public funding, Canadian universities and colleges are turning to private sector support. Unfortunately, private money generally comes with strings attached that increasingly threaten the integrity of research and academic freedom.

These serious problems are only going to get worse. Post-secondary institutions and government agencies have suddenly awakened to the very predictable fact that universities and colleges are going to experience a severe staffing shortage over the next decade. Enrolments are on the rise, and professors hired in the late 1960s and early 1970s, when the country's universities rapidly expanded, are approaching retirement.

The Association of Universities and Colleges of Canada projects a need for 40,000 new faculty over the next decade. While this figure may be somewhat high, there will be a significant shortage of qualified academic staff. Canadian universities currently graduate nearly 4,000 new PhDs each year, but only 1,400 pursue academic careers, with the remainder recruited by industry, business and government, whose starting salaries are substantially higher than those in universities.

What are the likely consequences of the imminent academic shortages? We are already seeing some of these. Universities are no longer interested in downsizing their staff complement and are suspending or terminating early retirement programs. They are likely to look for ways to keep selected faculty beyond normal retirement age. Positions are either going unfilled or being staffed by less qualified individuals. To recruit new faculty in certain subject areas, universities are paying upwards of \$40,000 above normal starting salaries, and creating equity problems for senior faculty in the same departments who are paid considerably less.

The quality and range of education students receive is seriously threatened.

We are already seeing higher faculty to student ratios and reduced student access both through higher tuition fees and the imposition of artificially high standards designed to keep enrolments down. The nature of our pedagogy is changing with less emphasis on written work to cope with grading assignments in large classes and more use of teaching assistants and instructors.

A recent task force on recruitment and retention at the University of Calgary found that a number of faculty were demoralized and felt undervalued, "discouraged by the conditions they experience on a daily basis — heavy teaching assignments, pressures to demonstrate research outputs, and demands to make service contributions." These conclusions could apply to almost any post-secondary institution in Canada.

What can be done? Not much will change unless there is a real commitment by Ottawa to increase the operating funding for colleges and universities it provides through transfer payments to the provinces. This will not happen unless the federal and provincial governments work together to ensure that post-secondary education becomes a national priority.

It will also require a change in the funding mechanism, from the current block transfer arrangement to a dedicated post-secondary fund with national guidelines and accountability mechanism as we have proposed in our draft Canada Post-Secondary Education Act.

Without a new funding arrangement and a renewed commitment to post-secondary education by the federal and provincial governments, accessibility and quality will erode further and our ability as a nation to reap the social, cultural and economic benefits of education will continue to be compromised.

The academic community must raise its voice to register our concerns over the federal and provincial governments' failure to address the decline of Canada's universities and colleges. We have to raise the state of post-secondary education and student accessibility at every political rally. We have to press candidates for elected office and for leadership positions for their commitments to improve post-secondary education.

A few months ago I had the opportunity to ask Premier Bernard Lord of New Brunswick why provincial governments weren't prepared to increase funding to universities. His answer was telling: His government didn't see the public pushing for more university funding.

It is our job to increase the pressure. Politicians, or their staff, do read the e-mails, letters and faxes they receive. If you share my concerns, send a letter or e-mail to your MP and to your MLA or MPP and suggest to your students that they and their parents do the same. Maybe together, our voices will be heard and the politicians will begin to feel the pressure. ■

Version française à la page A5.

Don't Deny Refugees a Future

By ANDREW BROUWER

Y ago, you and your family fled the civil war in your home country, after your uncle and two cousins were murdered by the paramilitaries. Through a combination of resourcefulness, luck and the kindness of strangers, you made it to Canada, where you and your family were recognized as refugees. You applied for permanent resident status. You have been told that, as a refugee, you will almost certainly get permanent resident status, but it will take a while.

In the meantime, your parents found work and you and your siblings went to school. You made friends, got a part-time job, joined the basketball team. In June, you completed high school. Your three best friends are all starting at the same university this week. You were accepted, too (you are a math whiz), but because you don't have permanent resident status yet, you are not eligible for a student loan. And without a loan, there's no way you can afford to study. So you are looking for a job. And you wonder what kind of a future you have.

It is common wisdom that it takes a college or university education to get a good job. As Human Resources Development Canada puts it, "Postsecondary education is already required for most of the new jobs in today's economy and will be demanded for almost all new jobs in the 21st century. For those without a post-secondary education, employment prospects are dimming rapidly." To ensure access for all Canadians, Ottawa and the provinces run student loans programs to enable students who otherwise might not be able to afford post-secondary education to get a diploma or degree.

Of course, education is about more than simply getting a good job; it is a pillar of social and economic development. And it is also a fundamental human right, included in the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights. Domestically, while the Canadian Charter of Rights and Freedoms says nothing directly about access to education, the guarantee of equality under Section 15 clearly requires that access be equally available to all.

So, where do recognized refugees fit into this picture?

Under the Canada Student Financial Assistance Act, to qualify for a student loan you must be either a permanent resident of Canada, or a Canadian citizen. Refugees, even after they have been granted permission to remain in Canada, are therefore excluded from the loans scheme until they are granted permanent resident status.

In today's environment of skyrocketing tuition costs — ranging from the national average of \$33,733 for an undergraduate year to the University of Toronto law school's preposterous \$22,000 tuition target, not to mention the cost of books and living expenses — few Canadian-born students, let alone

refugees, can finance their own way through university or college. The exclusion from student loans programs therefore effectively puts higher education out of reach for refugees. As the UN Committee on Economic, Social and Cultural Rights observed in its 1998 report on Canada: "The committee is concerned that loan programs for post-secondary education are available only to Canadian citizens and permanent residents and that recognized refugees who do not have permanent residence status, as well as asylum-seekers, are ineligible for these loan programs..."

There is no good reason for maintaining this exclusion; it is simply counterproductive to Canada's own social and economic goals to delay or deny access to post-secondary studies. Refugees, once they have been recognized as such by the Immigration and Refugee Board, are in Canada to stay. By making refugees wait until they have been granted permanent resident status, we simply delay their entry into full participation in Canadian society and the economy, or we sentence them to low-paying, low-status jobs. We also lose out on the perspective that, as survivors, can bring to the classroom.

Few refugees can finance their own way through college or university.

Now cost a significant barrier. The Canada Student Loans Program currently lends \$1.6 billion per year to post-secondary students across the country. Because the population of refugees waiting for permanent resident status is relatively small, the cost of making loans available to them would be approximately \$4.5 million — or an increase of just 0.26 per cent. Moreover, considering the high repayment rate of a loan fund serving the same population — the Immigrant Loan Program has a repayment rate of over 92 per cent — the final cost of the change would be a tiny fraction of the \$4.5 million in loans.

And there is no opposition from the provinces, which have consistently indicated that they would follow Ottawa's lead.

The federal government is on record as wanting to "make post-secondary education more financially accessible to low-income Canadians." Changing the student loans legislation is one way of implementing this goal. As Liberal cabinet members hash out the next federal budget behind closed doors, let's hope they remember these vulnerable members of society. ■

Andrew Brouwer is a member of the executive committee of the Canadian Council for Refugees.

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The views expressed are those of the author and not necessarily those of CAUT.

Homework!

The Sale

Calphurnia agrees to go to the market with Julius to buy a new toga. These are on sale with a 25 per cent reduction in the price; however, the customer has to pay 15 per cent sales tax on the cost of the purchase. Julius finds one that he likes for 160 denarii. The sales clerk then adds the 15 per cent tax to this amount, and then subtracts 25 per cent of the total amount to get the final cost.

"Hold on," says Julius, "you are ripping me off! You should take off the 25 per cent before you add the 15 per cent sales tax." Calphurnia is impatient with this difference of opinion and says, "Look. You are making a big deal of this. You are taking 25 per cent off and adding 15 per cent on. So why not just take 10 per cent off the price and call it a day?" Who is right?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

Academic Librarians' Distinguished Service Award 2003

REQUEST FOR NOMINATIONS

The CAUT Academic Librarians' Distinguished Service Award has been established in order to recognize outstanding service by academic librarians or faculty who have contributed to the advancement of the status and/or working conditions of academic librarians at Canadian universities. Candidates must be either librarians or faculty members. Although they may not be currently employed in an academic library or university, their contributions during their careers must have benefited academic librarians.

THE CRITERIA

Candidates will be assessed on their contributions to the advancement of the status and/or working conditions of academic librarians at either the local, regional or national level. Nominations will be reviewed and the recipient selected by an independent jury, elected by the CAUT Librarians' Committee. The award will be made at CAUT Council in November 2003 in Ottawa. Nominations must be accompanied by a brief statement of why the nominator feels the nominee qualifies for the award, letters from two referees and whatever other appropriate documentation is necessary to illustrate and support the nominee's contributions.

NOMINATION DEADLINE

All nomination for the 2003 Academic Librarians' Distinguished Service Award must be received by February 16, 2003. Nominations should be addressed to: Chair, Librarians' Committee, CAUT, 2675 Queen Street, Ottawa, ON K2B 8K2.

Prix des bibliothécaires pour SERVICES ÉMÉRITES 2003

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Le Prix des bibliothécaires pour services émerites de l'ACPPU a été créé dans le but de reconnaître les services remarquables de bibliothécaires ou de professeurs ayant contribué à l'avancement du statut ou des conditions de travail des bibliothécaires d'universités canadiennes. Les candidats doivent être bibliothécaires ou professeurs. Même s'ils ne travaillent pas présentement dans une bibliothèque universitaire ou dans une université, leur apport au cours de leur carrière doit avoir profité aux bibliothécaires d'université.

CRITÈRES DE SÉLECTION :

Les candidatures seront évaluées selon l'apport à l'avancement du statut ou des conditions de travail des bibliothécaires d'université, que ce soit à l'échelle locale, régionale ou nationale. Un jury indépendant, élus par le Comité des bibliothécaires de l'ACPPU, examinera les candidatures et choisira un lauréat ou une lauréate. Le prix sera remis à Ottawa, à l'occasion de l'assemblée de novembre 2003 du Conseil de l'ACPPU. Les personnes proposant des candidatures doivent également expliquer brièvement pourquoi, selon elles, leur candidat ou candidate mérite le prix. Fournir deux lettres de recommandation et tout document pertinent prouveront l'apport de la personne proposée.

DATE LIMITÉE DES MISES EN CANDIDATURE :

Toutes les candidatures au Prix des bibliothécaires pour services émerites de 2003 doivent nous parvenir avant le 16 février 2003. Prière de les adresser au Président, Comité des bibliothécaires de l'ACPPU, 2675, promenade Queen Street, Ottawa (Ontario) K2B 8K2.



Canadian Association of University Teachers
Association canadienne des professeurs et professeures d'université

The Listserv for Canadian Academic Librarians

CAUTLib, the listserv of CAUT's Librarians Committee is the vehicle for communication between Canada's academic librarians.

It provides a forum to share information and opinions on topics of interest.

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Participation in the list is open to members and associate members of CAUT. Correspondence is encouraged in French and English. Active involvement by academic librarians in the discussion is necessary to make this listserv an effective and valuable means of communication. We look forward to your participation!

Contact CAUT ...

The list is managed by Lois Mackenzie at CAUT. For more information about this list and how to participate in the discussion, contact her at mackenz@caut.ca. There is no charge to subscribe.

listserv



NEWS ACTUALITÉS

B.C. Supreme Court Grants CAUT Intervenor Status

In late October, the Supreme Court of British Columbia granted CAUT intervenor status in B.C. college faculty unions' Charter challenge to Bill 28, the Public Education Flexibility and Choice Act. With Bill 28 in hand, college boards have the right to override provisions in collective agreements.

Cindy Oliver, president of the College Institute Educators' Association of B.C. and its locals are seeking to have Bill 28, the Public Education Flexibility and Choice Act, deemed unconstitutional on the basis that it contravenes the Canadian Charter of Rights and Freedoms. The plaintiffs in this action are the BCCEU and CIEA member locals that will be affected by Bill 28. Because CIEA is a federation of locally certified trade unions, 18 individual locals are named as plaintiffs at this time.

"The court's acknowledgement that CAUT can bring a national and international perspective is important," Oliver said.

"We look forward to CAUT joining the legal fight against the government's unprecedented attack on the collective bargaining rights and the professional integrity of educators."

CAUT executive director James Turk said the association requested intervenor status because

Charter Challenge

The B.C. Government and Service Employees' Union and the College Institute Educators' Association of B.C. and its locals are seeking to have Bill 28, the Public Education Flexibility and Choice Act, deemed unconstitutional on the basis that it contravenes the Canadian Charter of Rights and Freedoms. The plaintiffs in this action are the BCCEU and CIEA member locals that will be affected by Bill 28. Because CIEA is a federation of locally certified trade unions, 18 individual locals are named as plaintiffs at this time.

of the national perspective it can bring.

"CAUT also contributes a breadth of experience in collective bargaining for postsecondary academic contract rights and has significant legal experience in defending academic freedom and collective bargaining rights," Turk said.

During the 2001 provincial election, Liberal leader Gordon Campbell promised he would not tear up signed collective agreements. But in January 2002, his government passed contract-stripping legislation.

Bill 28 places limits on unions' ability to negotiate terms of collective agreements including maximum class sizes, maximum numbers of students per instructor, control over instructional techniques, hours of operation, scheduling of professional development and vacation time and limits on work assigned to contractors or others outside of faculty bargaining units.

CIEA and the B.C. Government and Service Employees' Union, which also represents college and institute faculty, launched the challenge in April 2002.

CAUT has also filed a complaint with the International Labour Organization alleging Bill 28 violates international conventions that the Canadian government has signed. ■

John Manley prédit des excédents inférieurs aux prévisions

SELON le ministre des Finances John Manley, les excédents budgétaires du gouvernement fédéral s'élèveront à un milliard de dollars seulement l'année prochaine, un chiffre que les observateurs considèrent comme extrêmement bas.

Lors de sa première grande déclaration financière le mois dernier, M. Manley a dit que le gouvernement fédéral « maintiendrait [au] le cap et [ses] objectifs » en réduisant la dette publique et en dépensant de manière avisée.

Il a affirmé que le gouvernement continuerait d'équilibrer le budget et de diminuer le ratio de la dette au PIB.

Il a prévenu qu'il faudra financer les nouvelles dépenses en réduisant les programmes, car les excédents budgétaires se chiffrent à un milliard de dollars seulement pour l'exercice 2002-2003.

Il a également fait remarquer que les excédents atteindraient 3,1 milliards de dollars en 2003-2004.

Cependant, les observateurs estiment que M. Manley a imité son prédécesseur, Paul Martin, en sous-estimant à dessein la vraie taille des excédents afin de décourager les revendications des personnes en faveur de plus d'investissements dans les programmes sociaux.

« Il faut mettre en doute la crédibilité du fédéral qui prétend que le budget est rigoureusement équilibré compte tenu des prévisions budgétaires antérieures des Libéraux », a déclaré le Centre canadien de politiques alternatives dans une mise à jour financière subsidiaire rendue publique le 29 octobre.

« Le gouvernement fédéral a dépassé l'équilibre officiel prévu dans les différents budgets déposés à chaque exercice fiscal depuis son arrivée au pouvoir en 1993. »

Le CCPA rappelle que le gouvernement avait prévu un budget parfaitement équilibré l'année dernière, mais il a enregistré des excédents de 8,9 milliards de dollars. Selon l'organisme, la taille réelle des excédents actuels seront supérieurs à 10 milliards de dollars et s'élèveront à 17,5 milliards de dollars en 2003-2004.

« D'après nos prévisions financières, de toute évidence le gouvernement fédéral peut commencer à faire d'importants progrès pour venir à bout du déficit social du Canada », conclut le CCPA dans son rapport. ■

Vous pouvez consulter la mise à jour économique et financière du CCPA à l'adresse www.policyalternatives.ca.

English on page A6.

Sudbury Sets Strike Deadline

FULL and part-time faculty at the University of Sudbury have set a strike deadline for Nov. 11 if a settlement is not reached before then. The professors are seeking a first collective agreement as members of a newly-certified bargaining unit of the Laurentian University Faculty Association.

Little progress has been made, even after being at the bargaining table for almost one year.

Peter Simpson, the association's chief negotiator, said that "talks have been hampered by the employer's refusal to recognize basic sector norms for university faculty, such as academic freedom, tenure processes and appointment procedures." ■

WLUSA Strike Ends

THE strike by the 400-member Wilfrid Laurier University Staff Association ended Nov. 4 after ratification for a new collective agreement. The university's support staff had been on strike since Sept. 16, over contracting out, hours of work, job security, compensation and benefit improvements.

The three-year contract calls for wage increases of 3% retroactive to July 1, 2002, 3% on July 1, 2003, and 3% on July 1, 2004, improvements to the benefit plans and contracting out provisions that provide an employment guarantee for any members whose position may be affected. ■

MEMBERS of the bargaining unit represented by Brandon University Faculty Association will vote this month to accept a tentative agreement reached on Oct. 30 with the university. The agreement follows a day and a half of talks with a government appointed conciliator.

Terms of the settlement have not been released. BUFA, which represents about 230 full-time, part-time and sessional academic staff members at Brandon, has been without a contract since March. ■

CAUT BULLETIN ACPPU A4 - NOVEMBER 2002 NOVEMBER



Le mot du président

Un sous-financement chronique

Par VICTOR CATANO

LES établissements d'enseignement postsecondaire du Canada éprouvent de véritables difficultés attribuables au sous-financement que lui imposent les deux paliers du gouvernement. Le corps professoral et les bibliothécaires sont les témoins permanents des conséquences de ce déficit.

Le nombre des effectifs enseignants des universités et des collèges a diminué de près de 10 p. 100 depuis les dix dernières années, si bien que la qualité et l'éventail de la formation offerte à la population étudiante s'en trouvent gravement menacées.

Les bibliothécaires ont également réduit l'achat de livres et de revues savantes que les plus grandes bibliothèques de recherche du Canada se classent aux derniers rangs en Amérique du Nord.

Les infrastructures des universités sont en si mauvais état que certains édifices sont considérés comme dangereux pour la santé et la sécurité.

Les frais de scolarité et l'endettement de la population étudiante ont atteint des proportions très élevées, éloignant de plus en plus de Canadiens et Canadiennes des études post-secondaires.

Les écoles professionnelles sont devenues l'apanage des familles à revenu élevé, ce qui a un effet de dissuasion chez les étudiants et étudiantes qui renoncent ainsi à choisir des emplois mal payés et pertinents du point de vue social afin de pouvoir rembourser leurs dettes. D'après un sondage étudiant, l'endettement moyen à l'école de droit de l'Université Dalhousie se chiffre à 38 000 \$. Le programme de l'Université Dalhousie, dont les frais de scolarité augmenteront de plus de 50 p. 100 en trois ans, exige les frais les plus élevés au pays.

Face à une réduction du financement public de base, les universités et les collèges canadiens se tournent vers le secteur privé. Malheureusement, les fonds du secteur privé sont généralement conditionnés, ce qui menace de plus en plus l'intégrité de la recherche et la liberté universitaire.

Ces problèmes importants ne feront que s'aggraver. Les établissements d'enseignement postsecondaire et les organismes gouvernementaux ont soudainement pris conscience du fait, fort prévisible, que les universités et les collèges devront au cours de la prochaine décennie faire face à une grave pénurie d'effectifs. Les taux d'inscription sont en hausse et les professeurs ou professeures embauchés à la fin des années 60 et au début des années 70, au moment de la croissance rapide des universités, approchent de la retraite.

L'Association des universités et collèges du Canada prévoit qu'il faudra 40 000 nouveaux

professeurs et professeures d'ici dix ans. Quoique ce chiffre puisse paraître quelque peu élevé, il y aura tout de même une importante pénurie d'universitaires qualifiés. À l'heure actuelle, les universités canadiennes confèrent des doctorats à près de 4 000 personnes chaque année. De ce nombre, seuls 1 400 embrassent une carrière universitaire, les autres sont recrutés par l'industrie, l'entreprise privée et le gouvernement dont les salaires à l'embauche sont considérablement plus élevés que dans les universités.

Quelles sont les conséquences probables de cette pénurie immédiate? Nous en sommes déjà témoins. Les universités ne sont plus intéressées à réduire leurs effectifs et suspendent les programmes de retraite anticipée ou y mettent fin. Elles sont plus susceptibles de chercher des moyens de maintenir en poste des membres choisis du corps professoral au-delà de l'âge normal de la retraite. Les postes demeurent vacants ou sont comblés par des personnes moins qualifiées. Afin de recruter de nouveaux professeurs et professeures dans certaines disciplines, les universités offrent jusqu'à 40 000 \$ de plus que le salaire normal d'embauchage, créant le coup des problèmes d'équité pour les membres chevronnés du corps professoral du même département qui gagnent nettement moins.

Déjà, nous faisons face à des rapports professeur-étudiants plus grands et à un accès réduit aux études attribuable aux frais de scolarité plus élevés et à l'imposition de normes artificiellement supérieures qui visent à diminuer les taux d'inscription. La nature de notre pédagogie évolue et nous insistons moins sur les travaux écrits parce que nous devons corriger plus de copies à cause du plus grand nombre d'étudiants par classe. Nous devons en outre diminuer le recours à des assistants à l'enseignement et à des instructeurs.

La qualité de la formation offerte s'en trouve gravement menacée.

Un groupe de travail sur le recrutement et le maintien des effectifs, mis sur pied récemment à l'Université de Calgary, a conclu que de nombreux membres du corps professoral étaient démotivés et se sentaient sous-estimés. Ils sont découragés par leurs conditions de travail quotidiennes, leurs lourdes tâches d'enseignement, les pressions à publier leurs résultats de recherche et l'exigence de servir la collectivité. Ces conclusions pourraient s'appliquer à presque tous les établissements d'enseignement postsecondaire au Canada.

Qu'est-ce qui peut être fait? La situation ne changera pas beaucoup à moins que le gouvernement fédéral s'engage réellement à augmenter le financement de fonctionnement de base des collèges et des universités provenant des paiements de transfert qu'il verse aux provinces. Cet engagement ne se réalisera pas sauf si les gouvernements fédéral et provinciaux collaborent pour que l'enseignement postsecondaire devienne une priorité nationale.

Il faudra également modifier l'instrument de financement, en remplaçant le transfert global actuel par un fonds réservé à l'enseignement postsecondaire assorti de lignes directrices nationales et des modalités d'imputabilité, comme nous l'avons proposé dans notre projet de loi canadienne sur l'enseignement postsecondaire.

Tant que les gouvernements fédéral et provinciaux n'offriront pas de nouveau programme de financement ni ne feront preuve d'un engagement renouvelé envers l'enseignement postsecondaire, l'accèsibilité et la qualité se détérioreront davantage et notre capacité en tant que pays à rétirer des avantages sociaux, culturels et économiques de l'éducation sera toujours compromise.

Le milieu universitaire doit hauser le ton et faire connaître ses préoccupations devant l'importance des gouvernements fédéral et provinciaux à freiner le déclin des universités et des collèges canadiens. Nous devons profiter de tous les rassemblements politiques pour parler de la situation de l'enseignement postsecondaire et de la difficulté des étudiants d'y avoir accès. Nous devons faire pression sur les candidats et candidates à des postes électifs et de direction pour qu'ils s'engagent à améliorer l'enseignement postsecondaire.

Il y a quelques mois, j'ai eu l'occasion de demander au premier ministre du Nouveau-Brunswick Bernard Lord pourquoi les gouvernements provinciaux n'étaient pas prêts à accroître le financement des universités. Sa réponse est éloquente : son gouvernement ne constate pas que la population exige plus de financement pour les universités.

Il nous revient d'intensifier les pressions. La classe politique, ou son personnel, lit les courriels, les lettres et les télécopies qu'elle reçoit. Si vous partagez mes préoccupations, envoyez une lettre ou un courriel à votre député fédéral et à votre député provincial. Suggérez à vos étudiants et étudiantes d'en faire de même ainsi que leurs parents. Peut-être que, tous ensemble, nous pourrons nous faire entendre et que la classe politique commencera à sentir la pression. ■

English on page A3.

Collateral Damage in the War on Terrorism

By E ANN McDougall

It would seem the United States can now unilaterally refuse recognition of Canadian citizenship. Or at least that was what Mohamed Hassan Mohamed, a Sudanese-born Canadian citizen currently completing his PhD at the University of Alberta, was told on Sept. 16 as he was detained at the Fort Erie border crossing.

Mohamed had been teaching African history courses at the State University of New York at Fredonia for a year, working under a NAFTA visa. For several months he had been commuting from St. Catharines, Ontario where his wife and baby live. On Sept. 15, he was prevented from returning to Fredonia where he was to teach the next day and detained for nine hours by U.S. immigration officials.

His request that the Canadian consulate in Buffalo be notified was refused, and he was told that he was "in legal limbo" — he had no rights, and was denied permission to make a phone call. Access to a fellow traveller's cell phone resulted in a call to a colleague who began the process of trying to find out exactly what was happening to Mohamed. The colleague was told there was no Mohamed being detained. Both legally and practically, Mohamed had been made to disappear.

In the meantime, Mohamed was informed that under a new program, the National Security Entry-Exit Registration System, that took effect on Sept. 11, 2002, he had to sign a declaration that he was a Sudanese national. Registration procedures would require being photographed and fingerprinted on arrival to and departing from the U.S. and undergoing a detailed interview at an Immigration and Naturalization Service office if he remained in the U.S. for more than 30 days.

Under the new system, he would be required to report on all activities while in the U.S., on all those people he had been in contact with and the nature of his business with them. He would also be required, once he was no longer recognized as a Canadian citizen, to apply for a different work visa, a process which could take up to one year. At any time, he could be deported to Sudan, despite his Canadian citizenship.

Mohamed repeatedly refused to register and was in turn denied entry to the U.S. At 1:30 a.m. he was taken by taxi back across the bridge and unceremoniously dumped.

For the next two weeks Mohamed continued to refuse to relinquish his citizenship at the border, and refused to become both subject and party to surveillance. He continued to be denied entry. Within a week, he was threatened with disciplinary action by his university for refusing to comply with the law, and given an ultimatum: return to work by Sept. 30 or termination proceedings would be initiated.

During his ordeal, Mohamed was being supported and advised by both the local and state levels of the United University Professions,



Mohamed Hassan Mohamed

the union which represents academic and professional faculty on the 29 state-operated SUNY campuses. There was also a very vocal discussion on the SUNY Fredonia listserv that while reflecting a rather frightening range of local opinion also indicated much outrage among colleagues.

CAUT was contacted by the Association of Academic Staff of the University of Alberta which expressed its concern about the treatment of the U of A student. CAUT worked with UUP to defend Mohamed and resolve the situation. Attempts were made to get intervention from Canada's Department of Foreign Affairs and International Trade, the NDP critic for immigration, and Liberal MP for Edmonton West, Anne McLellan's office, but to no avail.

On Sept. 30, Mohamed arrived at the U.S. border, with a lawyer, prepared to register. He felt he had no choice, as he was not in a position to lose the only income he had to support his family. He was interrogated and fingerprinted. Then, after a lengthy wait, he was suddenly told he could enter as a Canadian, under his NAFTA visa. The two-week nightmare was over. But no one, including his lawyer, had any idea why. And no one can guarantee it won't happen again.

This is an important story. Mohamed remains in a precarious position. No one can undo the damage already done, both to his career and personally. But he wants it told because of the implications it has for all of us. Under current U.S. "law" human rights and national sovereignty are being trampled.

Any of us travelling as we so often do to the U.S. for conferences is subject to this kind of treatment. Under the NSEERS program, non-immigrants who are nationals or citizens of Iran, Iraq, Libya, Sudan and Syria must register, which would allow the kind of treatment Mohamed received. Additional countries named include Pakistan, Saudi Arabia and Yemen. Special registration could also be activated by "unexplained visits" to Afghanistan, Egypt, Somalia, Pakistan, Indonesia and Malaysia.

The list will continue to expand as "terrorists" are found worldwide. A place like Morocco cannot be far from inclusion. Confirmation

See COLLATERAL DAMAGE Page A8

CAUT-Decima Poll

Canadians Want More Money Allocated to Social Programs

MOST Canadians want to see the federal government focus its priorities on renewed social spending, shows a new public opinion poll commissioned by CAUT.

The poll, released last month, reports that six out of 10 Canadians say the major priority for the next federal budget should be to boost spending on social programs like health care and education. Less than 17 per cent favour more tax cuts and less than 10 per cent feel reducing the public debt should come first. Support for devoting more resources to fighting terrorism is favoured by fewer than 3 per cent of Canadians.

The September poll by Decima Research also shows growing dissatisfaction with the Liberal government's handling of post-secondary education. More than one in three Canadians believe Ottawa has done a poor job in making sure a college or university education is affordable, and a further 36 per cent give the government only a fair rating.

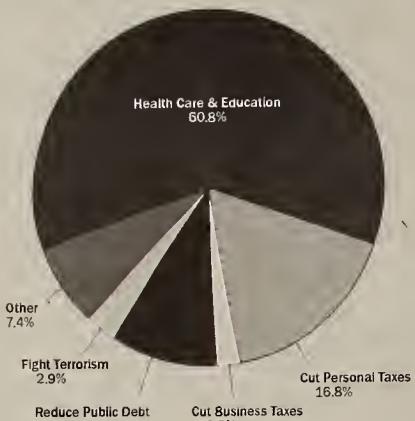
"Post-secondary education is an issue that the Liberals are potentially vulnerable on," says CAUT president Victor Catano.

The poll also reveals that most Canadian parents with children under the age of 17 are concerned the high cost of postsecondary education could mean their children will not be able to go on to college or university. Nearly two-thirds cite the high cost of tuition as the reason why their children won't get a postsecondary degree.

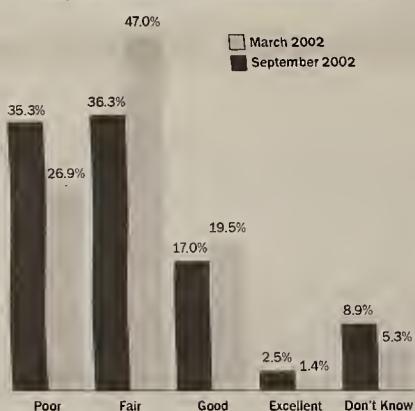
"There's a lot of anxiety out there about the ability of families to pay for an education for their children," Catano said. "When there are this many parents saying they don't think their children can afford to go on to university or college, we really are seeing the emergence of a crisis in accessibility in this country." ■

The Decima poll results are based on a telephone survey of 2,000 adults across the country and are considered accurate within ±2 per cent, 19 times out of 20.

Q | What do you think should be the number one priority in the next federal budget?



Q | How is the federal Liberal government doing in ensuring a college or university education is affordable and accessible?



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McGill : la faculté de droit étudie des solutions de financement

Les étudiantes et étudiants de la faculté de droit de l'Université McGill pourraient très bientôt faire face à une forte hausse de leurs frais de scolarité si le doyen actuel obtient ce qu'il souhaite.

Selon Peter Leuprecht, on demandera ce mois-ci aux membres du corps professoral participant à une retraite d'examiner la privatisation du programme de droit dans le but d'augmenter les revenus.

La privatisation permettrait à la faculté de droit d'augmenter les frais de scolarité au-delà des niveaux fixés par le gouvernement provincial qui les a bloqués à moins de 2 000 \$ depuis 1994.

Un porte-parole du ministère de l'Éducation du Québec a déclaré à la Presse canadienne le mois dernier que le gouvernement du parti Québécois n'approuverait jamais le projet de privatisation de l'Université McGill.

« D'après la Loi sur les établissements d'enseignement de niveau universitaire, la faculté devra obtenir la permission du ministère pour se privatiser », a dit Nicolas Girard. « Si elle nous faisait cette demande, nous ne donnerions jamais notre accord. »

La faculté de droit de McGill envisage également de conclure un « contrat social » avec ses diplômés. Les anciens et anciennes seraient ainsi priés de donner jusqu'à 5 p. 100 par année de leur salaire dès l'obtention de leur grade.

Le projet de restructuration du programme de droit de l'Université McGill s'inscrit dans la foulée des dernières tendances

observées dans les facultés de droit au Canada. En Ontario, où les écoles professionnelles ne sont pas réglementées, l'Université de Toronto a annoncé dernièrement qu'elle hauserait les frais de scolarité à 22 000 \$ au cours des quatre prochaines années. Par ailleurs, l'Université Dalhousie a augmenté les frais de scolarité en droit de 24 p. 100.

Les observateurs craignent qu'il soit plus difficile, à l'avvenir, d'avoir de l'aide juridique et de faire appel à des avocats ou avocates en droit de la famille en raison des hausses rapides des frais de scolarité.

Lors d'une manifestation contre l'augmentation des frais de scolarité à l'école de droit de l'Université Dalhousie le mois dernier, les étudiants et étudiantes se sont dit préoccupés par les lourdes dettes qui les accableront à la fin de leurs études et qui les obligent à délaisser des domaines moins lucratifs.

« J'aimerais faire carrière dans le domaine de l'aide juridique et du droit des pauvres, mais je crains que je ne pourrai pas me le permettre », a déclaré au Halifax Chronicle-Herald Laura Boswall, une étudiante de première année.

Le coût astronomique d'un grade en droit a retenu l'attention de l'Association du Barreau canadien lors de son assemblée générale annuelle cette année. Elle y a adopté une résolution dans laquelle elle condamne les récentes hausses des frais de scolarité. ■

English on page A8.

Manley Warns of Shrinking Surplus

FINANCE Minister John Manley says the federal government's surplus will shrink to just \$1 billion next year, an amount critics dismiss as wildly low.

In his first major fiscal statement delivered last month, Manley said Ottawa will "stay the course and stay on target" by reducing the public debt and keeping spending in check.

"We will continue to balance the budget and we will continue to see the debt-to-GDP ratio fall," Manley said.

He warned that new spending initiatives would have to be financed by cutting existing programs as the federal surplus falls to just \$1 billion in fiscal 2002-2003.

He also noted that the surplus would rise to \$3.1 billion in 2003-2004.

Critics, however, say Manley has stolen a page from his predecessor, Paul Martin, by purposely underestimating the true size of the surplus in order to dampen the demands of those pressing for increased social spending.

"The credibility of federal

claims that the budget is tightly balanced must be questioned, in light of experience with past Liberal budget projections," states an alternative fiscal update released Oct. 29 by the Canadian Centre for Policy Alternatives.

"The federal government has exceeded the official balance projected in its budgets in every single fiscal year since it took office in 1993."

CCPA points out that Ottawa forecast a perfectly balanced budget for last year, but recorded an \$8.9 billion surplus. The organization says the real size of the current year's surplus will be in excess of \$10 billion, rising to as much as \$17.5 billion by fiscal 2003-2004.

"Our fiscal projections indicate clearly that the federal government can begin to make important progress in addressing Canada's social deficit," the CCPA report concludes. ■

View the CCPA's Alternative Federal Budget 2003, Economic and Fiscal Update at www.policyalternatives.ca.

Version française à la page A4.

Quick Reviews



What Good is Health Care? Reflections on the Canadian Experience

Nuala P. Kenny. Ottawa: Canadian Healthcare Association Press, 2002; 237 pp; paper \$49.95 ca.

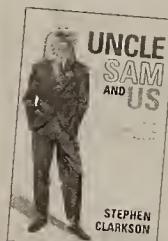
Health care is on the uttermost edge of a decision. Turn this way or that and we forever shape our destiny — for good or bad. Before we take our health system and our health down one road or the other, stakeholders and health care experts are united in the view that, first, we must review the principles and core values of Canadian medicare. Now, with its newest publication, *What Good is Health Care?*, the CHA Press kick-starts the debate with a book that assesses the values embedded in a single-payer and multi-payer system. It's a book that enlightens, challenges and, most importantly, leads readers to an understanding and appreciation of the social values that have been the foundation to Canadian medicare but are threatened by proposals to privatize. *What Good is Health Care?* explores what the many reform proposals for health care have been neglecting — the key values and goals that have supported the development of our health care system and defined who we are as Canadians, what we owe each other as citizens, and what legacy we will leave for future generations. It's a must read for anyone involved in decision-making about the direction Canadian health care ought to take — and for those of us who are affected by these decisions.



Left Out — The Politics of Exclusion: Essays 1964–2002

Martin Duberman. Cambridge, Massachusetts: South End Press, 2002; 528 pp; paper \$22.15.

Best known for his biography of Paul Robeson, Martin Duberman's work as a public intellectual has focused on the lives of "outsiders" and the need for the excluded to band together. In *Left Out*, the first paperback release of his new and classic essays, Duberman argues that identity-based movements have created a vital change in American consciousness. In language that is both impassioned and engaging, *Left Out* traces this evolution of thought. As a white anti-racist, a feminist man, a socialist queer and the "godfather" of the gay studies movement, Duberman reflects on race, foreign policy, gender and sexuality. He offers an incisive analysis of the split between class-based and identity-based politics on the Left.



Uncle Sam and Us: Globalization, Neoconservatism and the Canadian State

Stephen Clarkson. Toronto: University of Toronto Press, 2002; 480 pp; hardcover \$75 ca., paper \$35 ca.

Between them, Brian Mulroney and Jean Chrétien radically altered the structure and functions of the federal government, first by signing and implementing major trade liberalization projects, and then by cutting back the size of their governments' budgets and the scope of their policies. *Uncle Sam and Us* analyzes the Mulroney-Chrétien era's impact on Canadian governance through two related factors, globalization from without and neoconservatism from within. Stephen Clarkson begins his study by conceptualizing the present Canadian state as a five-tiered, nested system stretching from the municipal and provincial levels, through the federal government, and on to the new continental and global spheres of governance; in effect, he argues, the North American Free Trade Agreement and the World Trade Organization have added a "supra-constitution" to Canada's existing institutions. The impact of globalization and neoconservatism is examined extensively in the second part of Clarkson's study, which examines how the functions of the Canadian state have altered. Clarkson addresses the changes in a number of policy areas such as macro and monetary policy, regulatory, industrial, and trade policy, as well as social, labour, environmental, cultural, and foreign policy. He combines a global knowledge of the international political economy with a micro concern for detailed analyses of policy issues, and concludes that the responsibility for Canada's predicament lies less with external forces, than with Canadians and the governments they elected. He ends with a hopeful look into the future, pointing towards a realization of the shortcomings of neoconservative globalization, and the expectation of a new governing paradigm.

Quick Reviews produced from information supplied by publishers.

Restructuring Impacts Significantly Worse on Women



Gender and the Restructured University: Changing Management and Culture in Higher Education

Ann Brooks & Alison Mackinnon, eds. Buckingham, U.K.: The Society for Research into Higher Education and Open University Press, 2001; 208 pp; hardcover £65, paper £19.99.

By MERCEDES STEEDMAN

THIS book focuses on the effects of globalization's structural change on the gender politics of the university. While gender inequality in academia is fairly well documented, few authors have examined how these changes affect the way we actually work in the universities.

As universities move away from the ethos of traditional western humanism and a male dominated collegial organizational culture, women's participation in the university is occurring in a climate of bureaucratization and commodification increasingly driven by forces outside the universities. Today, as market forces push university management to cut costs, discrimination can flourish and women and other equity-seeking groups are shut out.

The authors of this collection explore the new gender regime and organizational culture of universities in Australia, the United Kingdom and New Zealand. They provide Canadian readers an opportunity to examine gender inequality, not only in the structures and procedures of university management, but also in the everyday practices of teaching and research and within management itself. The authors examine ways to resist from within and explore the problems faced in managing equity and diversity.

Gender and the Restructured University explores the impact of global changes on academic identities. Co-editor Ann Brooks notes "the impact of restructuring and the consequences for identity formation vis-à-vis the academic self" are important aspects of this debate. (p. 16)

In the first section, authors Brooks, Jill Blackmore and Judith Sachs set out to examine how globalization and commodification influence the transformation of the university and explain how these processes are shaping knowledge production in academia. In the second section, authors Jeff Hearn, Jan Currie and Bev Thiele explore the nature of gendered work cultures.

The final section entitled "Women Managing Change," moves to more personal accounts of how women managers are managing restructuring, and explores the traps it may create for them. The book ends with an article on the personal reflections of a senior manager.

As an economics-based organization of knowledge grips the university, the authors ask what are the implications of this for gender relations in the university. When knowledge is restructured to suit the globalized corporate agenda, universities, depleted of public funding, reorganize their institutions to best position themselves as marketers of knowledge.

When innovation and training become commodities with which to bargain, how are issues of gender equity addressed? Can women in senior management positions mitigate the damage of corporate restructuring? Whose rules and whose language will shape university culture as it is reorganized?

Academic ideas of knowledge production are being transformed as the only forms of knowledge that continue to have value are ones that have market value. Many of these economic and managerial changes have consequences for the gendered nature of the university.

Contributing author Jeff Hearn has written extensively on the question of masculinity and management. He examines how ongoing male-dominated forms of management within the universities shape the form and content of knowledge formation.

The chapter focuses on interconnections between "men's practices, academic practices and managerial practices." (p. 70) It examines the interconnections between hierarchy, power, masculinity and management in the context of restructuring of universities in the U.K. over the past 30 years. Hearn outlines some of the main features of "technocratic patriarchies in practice in the 1990s," and argues that while some of

the older forms of male collegial and technocratic features still prevail, there are also newer features that are undergoing transformation. (p. 79)

He identifies five changes: the way academic hierarchies overlap with managerial hierarchies; the impact of increasing managerialism and intensification of work on everyday structures and ways of working; the undermining of the ideological climate around gender as the gap between gender equity policy and implementation continues to be problematic; generational and gender developments in terms of who the new middle and sometimes senior managers are; and, "a growing technologization and informatization on the one hand, and marketization and privatization, on the other."

He concludes "we now find a different set of relationships between men's practices, academic practices and managerial practices. The taken-for-granted confidence of men, academia and management has been, to an extent, shifted. Universities certainly remain mini-patriarchies but in different and more complex ways; they are much less collegial, less fraternal and less maternal. Women's voices are heard more, and are less easy for men to ignore." (p. 80-83)

But in the spaces created for new women managers, Hearn cautions that in order to be productive managers, women must become aware of everyday practices of masculine bureaucracy and understand how they are being rewritten in the restructured university of the 21st century.

Using the voices of more than 50 women managers in eight universities from 1995–1997, Blackmore and Sachs examine the reorganization of the university in the language of "quality" management and its effects on individuals in the university. They argue that women leaders are positioned in highly contradictory ways as women's representation within universities has broadened. But at the same time, most universities remain places where women are excluded from "much of the power brokering." (p. 63)

The theme of restructuring knowledge for the global economy is taken up by Currie and Thiele. The transformation of knowledge and forms of learning has become a crucial part of the change universities are witnessing. As forms of valued knowledge within the university culture shift to legitimize "marketable knowledge" it strengthens those disciplines that are well placed to capitalize on market forces.

The authors report on results from a study of academic men and women from three U.S. and three Australian universities. Focusing on the question of gender differentiation in the university, they ask participants how they would explain differing treatment of men and women in the university.

Contributors to the final section of the book look at current university-management practices. Carol Bacchi's bold observations from interviews with equal opportunity officers working within increasingly corporate management structures suggest that while many universities are mainstreaming diversity management, this has not resulted in increased equality.

Bacchi notes that "diversity management" has come to mean different things in different contexts. Equity issues are driven by conflicting imperatives — the political goal of equity and access and the drive to cut costs and rationalize. As a result, some universities are shifting the equity agenda from the purview of equal employment offices to human relations departments.

This tendency to mainstream diversity management may have grave consequences for equity-seeking groups within the university. While the change can sometimes be beneficial to equity groups, "they can also be designed to reduce costs at the expense of a commitment to equity, and to shift the focus from equity groups to the individual," a concept central to corporate managerialist and economic rationalist discourses." (p. 123)

See **RESTRUCTURING IMPACTS** Page A8

Le congrès met en évidence la situation inquiétante de la main-d'oeuvre atypique

PLUS de 200 universitaires contractuels militants provenant de toute l'Amérique du Nord se sont rassemblés à Montréal, en octobre, à l'occasion du cinquième congrès de la Coalition du Contingent Académie Labor. Des représentants d'associations et de syndicats de professeurs de neuf provinces, de 15 états et du Mexique ont passé une fin de semaine à se constituer des réseaux, à partager de l'information et à élaborer des stratégies pour résister à la précarisation du travail universitaire.

« Le congrès a été fantastique », a déclaré Maria Peluso, présidente de la Concordia University Part-time Faculty Association, et membre du comité organisateur du congrès. « D'importants liens à long terme se sont noués. La COCAL est le lieu idéal où le mot « solidarité » prend tout son sens. »

Le programme du congrès comportait des ateliers sur divers sujets, notamment la sécurité d'emploi, les coalitions intersyndicales, l'intégration et la direction universitaire, la négociation collective et la discrimination dans le milieu universitaire. Des séances plénaires ont permis aux délégués d'avoir un aperçu global de leur situation. Elles portaient sur l'état de la main-d'œuvre atypique en Amérique du Nord, le combat pour la défense de la liberté universitaire de tous les universitaires et la mondialisation de la précarisation de l'emploi. Pour ce dernier sujet, les conférenciers ont comparé la résistance à la précarisation du travail universitaire et les récentes tendances à syndiquer la main-d'œuvre atypique dans d'autres secteurs.

Après l'atelier d'ouverture sur la mobilisation, les participants au congrès de la COCAL ont eu l'occasion de prendre part à une manifestation animée et à un rassemblement appuyant les revendications des chargés et chargées de cours des collèges et des universités de Montréal

qui sont tous en négociation cet automne.

« La manifestation nous a merveilleusement changé des débats de spécialistes et des ateliers », a affirmé l'organisatrice de l'ACPPU Vicki Smallman. « Les bannières, les pancartes, les chanteurs de rue et la fanfare ont eu un effet véritable et ont envoyé un message clair à l'administration des universités et des collèges de Montréal. Le ton était donné pour le reste de la conférence. »

La COCAL est un réseau d'universitaires s'occupant des questions touchant les membres non conventionnels du corps professoral. Ils partagent de l'information, informant leurs collègues et le public et affirment leur solidarité dans les rangs clairsemés des militants universitaires. Le congrès

La COCAL est le lieu idéal où le mot « solidarité » prend tout son sens.

de Montréal était le premier de la COCAL à avoir lieu au Canada, grâce aux efforts concertés de l'association de l'Université Concordia, de l'ACPPU et de la Fédération nationale des enseignantes et des enseignants du Québec. Les congrès précédents ont été organisés à San Jose, Boston, New York et Washington. De plus, la coalition a été l'élément moteur de la semaine de l'emploi équitable en 2001, une campagne d'activités coordonnées sur les questions touchant les professeures et professeurs non conventionnels.

Pour la première fois, le Mexique prenait part à un congrès de la COCAL. Deux dirigeants du Sindicato de trabajadores de la Universidad Autónoma de México ont pris la parole et ont décrit les défis que doivent relever les membres de leur syndicat.

« Le nombre d'emplois précaires atteint des proportions inquiétantes dans les trois pays », a révélé Mme Peluso. « Ce n'est pas accidentel que la qualité de l'enseignement supérieur souffre autant que la qualité de notre vie active. »

Près de 60 p. 100 des cours de premier cycle aux États-Unis sont donnés par des personnes exclues de la voie menant à la permanence. Les charges et chargées de cours détiennent la moitié de la tâche d'enseignement au premier cycle dans les universités du Québec. Bien que les données pour le reste du Canada ne soient pas fiables, on constate la même tendance dans tout le pays.

Lors d'une plénière sur la situation de la main-d'œuvre atypique, des représentants d'associations et de syndicats professionnels importants ont identifié des problèmes communs dont l'intégration des universitaires contractuels aux instances décisionnelles des universités et des collèges et l'établissement d'une progression de carrière pour cette catégorie d'employés.

« Avant 1998, les professeurs militants travaillaient souvent seuls et disposaient de peu de sources d'information. Ils avaient une conception limitée de ce qui était possible ou souhaitable », a déclaré Richard Moser de l'American Association of University Professors.

« La COCAL est devenu un instrument de combat pour les professeurs à statut précaire qui peuvent ainsi créer de nouvelles formes de solidarité compensant les lacunes du milieu de travail. Aujourd'hui, une victoire au Canada ou en Californie est aussi une victoire pour le mouvement au grand complet et une occasion d'apprentissage pour tous et toutes. Cette inspiration et cette solidarité étaient palpables à Montréal. » ■

English on page A11.

McGill Law Faculty Studies Funding Options

STUDENTS at McGill University's faculty of law could soon be facing a steep hike in tuition fees if the current faculty dean has his way.

Peter Leuprecht says faculty members will be asked at a retreat this month to consider privatizing the law program in an effort to boost revenues.

Privatization would allow the law school to raise tuition beyond the levels regulated by the provincial government which has frozen fees at less than \$2,000 since 1994.

A spokesperson for Quebec's education department told Canadian Press last month that McGill's privatization plan would never be approved by a Parti Québécois government.

“According to the Universities Act, this faculty would have to obtain permission from the (education department) to privatize itself,” said Nicolas Girard. “If such a request was made to us, we would never authorize it.”

McGill's law faculty is also considering a “social contract” with its graduates, whereby former students would be asked to donate up to 5 per cent of their salary per year upon graduation.

McGill's plan to restructure its

law program marks the latest in a series of changes at Canada's law schools.

In Ontario, where professional school fees are not regulated, the University of Toronto recently announced it was raising fees to \$22,000 within the next four years. And Dalhousie University hiked its law school tuition by 24 per cent this year.

Critics worry that the rapid rises in tuition means it will be harder to find legal aid and family lawyers in the future.

At a rally protesting fee hikes at Dalhousie law school last month, students expressed concern that high debt loads upon graduation will force them to give up on less lucrative fields.

“I would like to pursue a career in legal aid and poverty law, but I am worried that I won't be able to afford to,” first year student Laura Boswall told the Halifax Chronicle-Herald.

The skyrocketing cost of a law degree has drawn the attention of the Canadian Bar Association which, at its annual general meeting this year, passed a resolution condemning the recent fee increases. ■

Version française à la page A6.

Restructuring Impacts Worse on Women

From PAGE A7

other equity-seeking groups, and on subjectivity and identity need a great deal more analysis.

As academics in Australia, the U.K. and New Zealand, the authors are well placed to offer both hope of resistance and concern for the consequences of unbridled corporatism of our universities. ■

Mercedes Steedman teaches sociology and labour and trade union studies at Laurentian University and is a member of CAUT's Status of Women Committee.

Collateral Damage in the War on Terrorism

From PAGE A5

of this was received by Mohamed when he sought to make use of a clause in the NSEERS regulations covering “exemptions.” He was told the U.S. was in the process of expanding the countries covered by the law and the powers exercised under it, not granting exemptions.

CAUT is currently seeking discussion with the Foreign Affairs Department in an attempt to understand just what is and is not permitted under international law, and to understand what this means for Canadian academics working in regions of the world that are being targeted.

Given the likelihood of yet more evidence of U.S. determination to

move unilaterally in this ‘war against terrorism,’ namely a war against Iraq, this story is not likely to receive the national attention it deserves. But as academics, we cannot afford to overlook this kind of abuse on our own borders, to our own students and colleagues. ■

E Ann McDougall is a professor of history in the department of history and classics at the University of Alberta.

A version of this essay was also published online by the Canadian Association of African Studies. “For those of us who engage with these kinds of abuses in Africa itself, there is a challenge even closer to home with which to reckon,” says Ann McDougall.

The views expressed are those of the author and not necessarily those of CAUT.

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Fascinating Tension in the PI Story

By DONALD FISHER

Counting Out the Scholars: The Case Against Performance Indicators

William Bruneau & Donald C. Savage. Toronto: James Lorimer & Company Ltd., A CAUT Series Title, 2002; 256 pp.; paper \$19.95 ca.

THE authors of *Counting Out the Scholars* achieve their key objectives with a text that is both informative and provocative. Written in an accessible style, the book still manages to be academic enough to provide a convincing argument on the topic of performance indicators in post-secondary education in Canada.

The authors oppose the continuing trend toward more accountability and efficiency on ideological and intellectual grounds. They are particularly concerned for the humanities, fine arts and social sciences in Canadian universities.

While states and institutions have a long history of collecting quantitative data on inputs and outputs, the current situation is dramatically different. Since the 1960s, post-secondary education systems, and particularly universities, have become central legitimizing institutions in the modern state formation.

The combination of 'new right' ideology, the consequent reduction in funding and the recognition that knowledge is the key commodity, means that for the first time in history universities have come to be defined as sites of capital accumulation.

In this context, we see the rise of performance regimes as states attempt to harness universities to the tasks of economic production while at the same time legitimate their actions to the general public through increased accountability.

The parts of the book that work best are the historical content of part one and the case studies in part three. The reader is taken through five phases in the history of accountability and efficiency. Along the way attention is given to quality and excellence as ideological levers used in the language of justification for PI regimes.

Phase one (1850 to the First World War) traces the origins of these regimes as we see an emerging pattern of moderately detailed public reporting. Phase two (inter-war years) highlights the rise of the cult of efficiency and scientific management. In both these periods, universities are seen as somewhat exempt from these accounting activities.

The explanation most likely inheres in their elite status and separation from the concerns of the general public. Universities were – at least in theory – separate from the world and had the right to be irrelevant.

Phase three overlaps with the time periods of the first two phases, as the authors bring together the rise of the behavioral sciences and testing, the expansion of automation, electronics and increased control of industrial production, and most important, the links to accountancy as a way of seeing and defining the world.

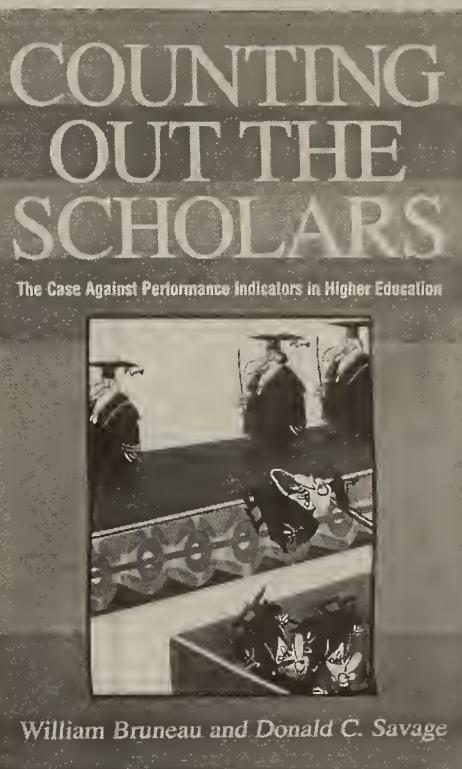
Phase four (1950s–1980s) is marked by the acceptance by university administrators that their institutions needed to be managed like a business. Phase five takes us up to the present when PI regimes have become an accepted part of the university landscape.

In part three, by far the best chapter is the U.K. case study where the authors provide an analytic chronology of events from the late 1980s through the 1990s. This is a fascinating narrative and probably the best example to what Kogan has called the "evaluative state." The Thatcher evolution had a massive impact on universities in the U.K. New right policies have, since the late 1970s, transformed the U.K. system into a quasi-market where everyone is expected to do more with less funding.

The story begins with the redefinition of tenure and ends with a revolt led by the London School of Economics against the accounting exercises. We learn that the research assessment exercises (RAE) have exacerbated the trend toward concentrating research funding in a few institutions, namely Oxford and London (specifically, Imperial, University College and King's).

This in turn reinforces the historic stratification in the post-secondary system. Further, as vitae and people become commodities to be traded in this quasi-market, we see evidence of game playing and the favoring of short-term publication rather than long-term fundamental research.

By the late 1990s, quality assurance and audit had become the key concepts in the litany of government account-



William Bruneau and Donald C. Savage

ability. The Quality Assurance Agency (QAA) was given the task of subject assessment in the universities. The best example of the spreading audit culture was the decision to require some academics to maintain 24-hour diaries of their research activities. The ultimate in what Foucault would see as the control of the subject.

In March 2001, the London School of Economics left the assessment system. The LSE Academic Board stated, "the QAA had infringed academic freedom, imposed its own bureaucratic and pedagogic agenda, neglected student intellectual development, and used incompetent and unprofessional reviewers."

The benchmarking decision was labeled "an insult which would exacerbate problems and increase emphasis on bureaucratic models favored by the agency." (pp. 109–110) LSE was joined by University College (London), Oxford, Cambridge, Edinburgh and Birmingham.

In the case of New Zealand, the authors describe how that society has been transformed over the last 15 years by the most extensive application of neo-conservative policies by government anywhere in the English-speaking world. The authors trace the story for post-secondary education from the Performance Indicators Task Force in the late 1980s through to the current uncertainty about the future of PI regimes. The story is much the same in the U.K. as the forces of opposition have become much more vocal.

The authors are convincing when they argue that PI regimes in the U.K. and New Zealand have been instrumental in changing academic culture as distrust and resentment have replaced the collegial trust that existed before. In turn these regimes result in a massive increase in what the authors call "accounting bureaucracy." Managers, academics and auditors all spend countless hours preparing for and conducting the evaluations. Agencies are layered one on top of another to run the regimes. The most critical indirect costs are those associated with the loss of time available for academic rather than auditing work.

The least satisfactory parts of the book are chapters five through seven. The treatment of the U.S. and Canada is partial and uneven. We do learn that excellence and performance funding have driven the policymaking process in the U.S. Two main trends are noted: the creation of a range of PIs that state institutions must meet; and, the requirement that undergraduate learning be tested so the results can be used to evaluate the quality of the programs.

The authors note that performance funding is gradually being transformed into performance budgeting. Further, the use of PIs pushes universities toward homogeneity. The section on the dual system of accreditation is most useful. The authors point out that these systems are more developed in the U.S. than anywhere else and that they serve as guarantees of quality and service.

Finally, the authors conclude, "U.S. experience with performance funding suggests accountability and transparency are likely to succeed if they begin with some conviction at a local level. Universities and colleges must continue to make their case to state governments by indicating more clearly, to both politicians and the public, the merits of their spending decisions." (pp. 153–154)

The lack of detailed analysis is particularly disappointing when we come to Canada as the reader expects and wants much more. The authors survey changes in British Columbia, Alberta, Ontario and Quebec.

We learn that in Alberta and Ontario the introduction of PIs was accompanied by budget cuts and intensified centralized control. The two most important signs of change are the creation in 2000–2001 of Ontario's Post-Secondary Education Quality Assurance Agency, and Quebec's contract of performance.

According to the authors, "PIs are not friendly to differences in postsecondary education, nor do they respect the historic balancing act in Canadian post-secondary education. They encourage managerialism and discourage participatory, open-minded governance. It is so much easier to consult a table of statistics than to debate matters of educational importance in senates and in public." (p. 178)

In the final chapter, the authors reach toward a new accountability and this section moves away from academic analysis in the direction of political persuasion. The authors recommend local programs of action guided by "practical understandings" of the three leading concepts: "openness, accountability and quality in a system of mass higher education." (p. 223)

What follows is a series of recommendations directed to governments, universities and colleges. The authors provide a blueprint for what they label the "counter-revolution."

In the end I wanted more sociological analysis of the structural trends that underlie the PI narrative. A key part of the story must be the development since the 1960s of closer links between the economy and universities. Just as human capital theory was used to justify a social imperative in the 1960s, so we see in the 1980s the same language of justification in human resource theory for an economic imperative.

Through this same period and mainly as a result of massive increases in research funds from the federal government, we see the rise of the 'research university' in Canada. The social and economic imperatives that underpin government policy lay the foundation for the emergence in most OECD countries of mass or universal post-secondary education systems.

The need for more accountability is a response to the size and cost of the system. Just as mass school systems had to demonstrate their utility in earlier decades so it is with post-secondary systems today. In addition, more accountability provides government with the opportunity to demonstrate how well universities are serving the economic goals they have set.

Another part of the story that deserves more attention and perhaps another book is the seeming universality of PI regimes regardless of the political ideologies of siting governments. As well, we need more comparative analysis across post-secondary systems (public and mixed public/private) of the relation between economic trends, political ideology and the emergence of PI regimes.

Finally, the authors touch upon what is the most fascinating tension in the PI story. True accountability we are told depends on governments granting autonomy to academics and universities. The implication here is that the most efficient form of accountability is one in which we become self-regulating.

The story and the recommendations should be taken seriously by governments and universities and colleges. After reading the text one is forced to agree that PI regimes were never about quality. "They were and are about cuts and control." (p. 69) Finally, we are left with an optimistic feeling as we follow the events in the U.K. and New Zealand. ■

Donald Fisher is with the Centre for Policy Studies in Higher Education and Training at the University of British Columbia.

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Strike Averted at Acadia

FOLLOWING seven months of on-again, off-again talks, part-time faculty at Acadia University have accepted their first contract with the university.

The one-year agreement includes significant wage increases, access to laptop computers, recognition of past service in hiring decisions, language on academic freedom and intellectual property, and a professional development fund.

"It's a great relief to be done," said Heather Pyrcz, part-time professor of English and a member of the negotiating team.

The faculty association and the administration had been negotiating since April. When talks broke off in the summer, a provincial conciliator was appointed.

"It took a unanimous strike vote and strong support from the students to win this agreement," said Vernon Provencal, president of Acadia University Faculty Association.

Part-time instructors rejected the university's settlement offer in a unanimous vote on Oct. 2. This rejection was followed by a unanimous

vote to strike if an acceptable agreement could not be reached.

With a strike deadline looming, conciliator Darrell Foley called the two sides back to the table Oct. 17.

"The existence of the CAUT defence fund and the support of full-time faculty were also instrumental in our success in resolving the outstanding contract issues," Pyrcz said.

Part-time faculty were given a strong show of support by Acadia students, who issued a press release that announced a unanimous resolution upholding the legitimacy of the demand for a fair and equitable contract.

"The issues were clearly pedagogical, and that's why they had such good student support," Provencal said.

"Before they joined the faculty union, part-time faculty at Acadia were invisible. Now they're visible, and they've shown that they have to be bargained with." ■

Version française à la page A1.

Waterloo Backtracks on Microsoft Deal

THE president of the University of Waterloo has apologized over the way his administration recently handled a controversial donation from Microsoft Canada.

President David Johnston admitted that the deal reached with Microsoft should have been approved by the university's senate.

"We have strong policies here at Waterloo regarding curriculum changes and academic freedom and we are gratified to see the administration is adhering to those policies," said Catherine Schryer, president of the Faculty Association of the University of Waterloo.

University officials unleashed a storm of controversy earlier this year when they announced a new partnership with Microsoft in which the university was to receive \$2.3 million over five years from the Microsoft Academic Innovation Alliance to fund teaching and research programs.

Critics were concerned that in exchange for the funding, the university would be required to use a new Microsoft programming language called C# (sharp) as the primary component of the university's first-year computer programming course. As well, all high school students admitted to the electrical and computer engineering program would have to take an online introductory course in Microsoft's language.

In a strongly worded letter to Johnston in August, Schryer said faculty were concerned the Microsoft agreement involved curriculum changes that should have been approved by the senate. She also expressed concerns that the academic freedom of the faculty members involved in teaching C# could be compromised and that the university could be perceived as endorsing Microsoft's products.

At a senate meeting in September, Johnston agreed with the criticisms and announced that the university and Microsoft had signed a supplementary memorandum of agreement to help address the concerns of faculty and staff.

The agreement states that before any curriculum decisions are made, the university "will seek all necessary approvals from the Electrical and Computer Engineering Department Program Committee, Faculty of Engineering Admissions Committee, Faculty of Engineering Academic Committee, Faculty of Engineering Undergraduate Studies Committee, Year I Implementation Committee, Senate Undergraduate Council, UW Registrar's Office and the senate as required by UW policy and practice."

UW has a year to go through formal decision-making processes about the use of C# in electrical and computer engineering and let Microsoft know whether that project is going ahead.

Schryer says the agreement is a major victory for faculty members.

"During the Microsoft controversy, we pointed out to the administration on several occasions that the deal appeared to contravene university policies," she said.

"The memorandum of agreement with Microsoft makes it clear that those policies govern the actions of the university, and we are pleased to see a public statement to that effect. The vice-president and provost has also agreed to initiate a process wherein deals such as the Microsoft one will be vetted far more carefully. We look forward to learning the details of this process." ■

Version française à la page A2.

Conference Highlights Alarming Level of Contingent Labour



Mobilization Event — Delegates to the conference on contingent academic labour wind their way through the streets of Montreal Oct. 4 in support of bargaining demands of contract faculty at local colleges & universities.

MORE than 200 contract academic staff activists from across North America gathered in Montreal in October for the fifth conference of the Coalition of Contingent Academic Labor. Representatives of faculty associations and unions from nine provinces, 15 states and Mexico spent a weekend networking, sharing information and developing strategies to resist the casualization of academic labour.

"The conference was fantastic," said Maria Peluso, president of the Concordia University Part-time Faculty Association and one of the conference organizers. "There were important long term relationships established. COCAL provides the ideal arena for the word 'solidarity' to have real meaning."

The conference agenda featured workshops on a wide range of topics, including job security, inter-union coalitions, integration and governance, collective bargaining and discrimination in academia. Plenary sessions engaged delegates in a broad overview, examining the state of contingent academic labour in North America, the struggle to defend academic freedom for all academic staff and the globalization of contingency, in which speakers drew comparisons between the resistance to casualization in academic labour and current developments in organizing contingent workers in other sectors.

Following the opening workshop on mobilization, COCAL participants were given an opportunity to participate in a lively march and rally in support of bargaining demands of contract faculty at Montreal colleges and universities, all of whom are in negotiations this fall.

"The march was a wonderful change from panels and workshops," said CAUT organizer Vicki Smallman. "The banners, signs, buskers and marching band had a real impact, and sent a strong message to Montreal university and college ad-

Montreal Declaration

In North America, a significant proportion of work in higher education is performed by contingent faculty. This is the same phenomenon affecting employment in other sectors in health care, in communications, in business, in the name of increased corporatization, scarce resources, competition between institutions and a flexible labour market, our working conditions have degenerated.

This is why, across North America, we have chosen union and collective action. What was true for workers in the 19th century is true for contract faculty in the 21st century: we are stronger together!

We, contingent faculty from across North America meeting in Montreal this Oct. 5, 2002, are committed to our movement's common struggle to end the exploitation generated by contingency.

We seek the recognition of our contribution to quality education and to improve our working conditions.

We pledge to continue the struggle, to help one another and to provide support and solidarity from Mexico to Rimouski, from Vancouver to Boston.

ministrators. It really set the tone for the rest of the conference."

COCAL is a network of academics involved in contingent faculty issues, working to share information, educate colleagues and the public, and build solidarity among the scattered ranks of faculty activists.

This was the first COCAL conference in Canada, a cooperative effort between the Concordia association, CAUT, and the Fédération nationale des enseignantes et des enseignants du Québec. Previous conferences were held in San Jose, Boston, New York and Washington, and the coalition was the driving force be-

hind Fair Employment Week, a campaign of coordinated activity on contingent faculty issues in 2001.

This was the first COCAL meeting with participation from Mexico. Two leaders of the Sindicato de trabajadores de la Universidad Autónoma de Mexico addressed the conference and described challenges facing their union members.

"The level of contingency in all three countries is alarming," Peluso said. "It's not an accident that the quality of higher education is suffering as much as the quality of our working lives."

Nearly 60 per cent of undergraduate courses in the U.S. are taught by people off the tenure track. As much as half of the undergraduate teaching load at Quebec universities are taught by contract faculty. And, although data for the rest of Canada is unreliable, similar trends are apparent across the country.

In a plenary session on the state of contingent academic labour, representatives of major unions and professional associations identified some common issues, including integrating contract academic staff into the decision-making structures of universities and colleges and developing a career path for contract faculty.

"Prior to 1998, faculty activists often labored in isolation with few sources of information and a limited conception of what was possible or desirable," says Richard Moser of the American Association of University Professors.

"COCAL has become one way that contingent faculty have struggled to create new forms of solidarity to compensate for what is often lacking in the workplace. Now a victory in Canada or California is a victory for the entire movement and a learning opportunity for all of us. That sense of inspiration and solidarity was palpable in Montreal." ■

Version française à la page A8.

Newsline - En bref

Arbitrator Rules at Brock

An arbitrator's decision finally ended Brock University's contract dispute with its faculty and librarians over salary increases. A salary reopen provision in the current three-year agreement included a mediation/arbitration mechanism to determine salaries for 2001-2002 and 2002-2003. Negotiators for Brock University Faculty Association and the university met in unsuccessful mediated sessions Jan. 25 and March 12 and submitted their dispute to arbitration. On June 17, arbitrator Kevin Burkett awarded a general increase of 5.26 per cent and a catch-up component of 1.5 per cent with full retroactivity for 2001-2002. For academic year 2002-2003 salaries will be increased by an additional 1.5 per cent catch-up and by an amount equal to the average of the total percentage increases at Wilfrid Laurier, Trent and Windsor. The full award can be viewed at www.brocku.ca/bufa

White Ribbon Days Nov. 25-Dec. 6

Violence against women takes many forms, but men can take the first step in acknowledging their part in ending violence against women, by wearing a white ribbon in November. The *White Ribbon Campaign* is entering its 11th year and continues its work of encouraging men to become involved in ending men's violence against women. WRC is the largest effort in the world of men working to end men's violence against women. "Wearing a white ribbon is a personal pledge never to commit, condone nor remain silent about violence against women," said WRC programme manager Jack Gagliardi. As in past years, white ribbons will be available for delegates attending CAUT Council Nov. 22-24, 2002.

Defence Fund Meets

Trustees representing the 31 member associations and 14,000 academics met in October for the annual general meeting of the CAUT Defence Fund. The trustees, who are responsible for administering a fund with assets in excess of \$13 million, spent considerable time reviewing a major report from its planning and policy committee. Among the items approved at the meeting was a protocol for trustees who participate in "flying pickets" during strikes. In addition, new procedures to deal with membership issues related to part-time bargaining units were approved. The need for this was apparent when strike benefits and a line of credit were approved by the trustees on behalf of the part-timers at Acadia University. Jean-Charles Cachon (Laurentian) replaces Denise Nevo (Mount Saint Vincent) as the 2002-2003 chair of the Defence Fund. For more information about the CAUT Defence Fund, please visit <http://defencefund.cauf.ca>.

CAUT Joins NAFFE

CAUT has joined the North American Alliance for Fair Employment, a network of grassroots organizations, labor unions, advocates, and academics organized to link those demanding fairness for contingent workers. NAFFE is a coalition of organizations across a broad range of constituencies affected by problems associated with nonstandard work, such as part-time, temporary and contract employment. The alliance's 62 organizations represent a diverse range of workers and employment sectors, from day labourers to high-tech workers, from farm workers to faculty. Affiliates include the American Association of University Professors, large labour federations like the AFL-CIO, research centres like Washington's Center for a Changing Workforce and local groups that organize and provide services for immigrant workers. In addition to linking social justice organizations, NAFFE provides an international voice on contingency to shape public discourse and increase public awareness, and promotes organizing at the local, regional and national levels.

Jours du ruban blanc 25 nov.-6 déc.

La violence faite aux femmes prend de multiples formes. Or, les hommes peuvent faire un premier pas en portant un ruban blanc en novembre pour reconnaître qu'ils contribuent à mettre un terme à cette violence. La Campagne du ruban blanc entame sa 11^e année et poursuit son œuvre en encourageant les hommes à s'engager à lutter pour que cesse la violence masculine à l'endroit des femmes. « Le port du ruban blanc est une promesse personnelle de ne jamais commettre d'actes violents contre les femmes, de ne jamais les pardonner et de ne jamais se taire », a déclaré le directeur du programme de la Campagne du ruban blanc Jack Gagliardi. La période des Jours du ruban blanc débutera le 25 novembre, lors de la Journée internationale de l'éradication de la violence contre les femmes, et se terminera le 6 décembre, jour de l'anniversaire de la tuerie de Montréal et Journée nationale de commémoration et d'action contre la violence faite aux femmes. Comme dans les années antérieures, les délégués à l'Assemblée du Conseil de l'ACPPU, devant se tenir du 22 au 24 novembre 2002, pourront se procurer des rubans blancs.



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ACCOUNTING

SAINT MARY'S UNIVERSITY — The Department of Accountancy in the Faculty of Business Administration at Saint Mary's University invites applications for a tenure track position in Commercial Law. The appointment will commence July 1, 2008. The successful candidate must have strong teaching interests, research interests, and a proven record of teaching, research, and a proven record of research. Experience in a related discipline is an asset; though not required, the ideal applicant will be comfortable teaching undergraduate, graduate, and MBA courses. A minimum of 12 months of post-graduate teaching experience to students in business is seeking an individual who will provide an enthusiastic and dynamic learning environment. Saint Mary's is a comprehensive university with approximately 10,000 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Franklin H. Sobey Faculty of Commerce is housed in a new facility, fully compatible with the latest advances in information and an enrollment of approximately 2,500 full and part-time students pursuing B.Comm, MBA, EMBA and PhD degrees; it is the largest business programme in Atlantic Canada. In addition to its emphasis on teaching excellence in undergraduate learning, the Faculty has also established an outstanding research record and a reputation for its international reach. The Department of Accounting, now in its 40th year, has a tradition of teaching excellence supported by approximately ten part-time faculty members per semester. A wide range of courses in Financial, Managerial, Auditing, Information Systems, Taxation, International Accounting, and Corporate Finance are offered both at the undergraduate and graduate level. The Department graduates approximately 90 accounting majors per year. Although candidacy of all nationalities are encouraged to apply.

ply, permanent residence or by grant of temporary admission to be qualified as Canadian citizens and permanent residents. San Mary's University encourages applications from women, aboriginal peoples, visible minorities, persons with disabilities, and other groups under-represented at San Mary's. The University is located in the historic port city of Halifax, Nova Scotia, a vibrant urban community of over 300,000 people. Halifax is a major educational center for Atlantic Canada and is positioned to benefit from the growth of the economy in relation to telecommunications areas and the Northeastern United States. For information about the University and its programs, please visit our website at <http://www.smu.ca>. Applications must be submitted by January 15, 2002. All applicants should submit a letter of application, curriculum vitae and the names of three references to: Department of Accounting Search Committee, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 2W5, Telephone (902) 426-5100, Fax (902) 426-5311, Email: nicola.young@smu.ca. The closing date for applications is December 1, 2001.

SAN MARY'S UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER

In accordance with the provisions of the Frank H. Sobey Faculty of Commerce of San Mary's University, most faculty appointments are made on a tenure track basis. Applications for a tenure track position. The appointment will commence July 1, 2003. Tenure track appointments require strong teaching ability, research potential and the ability to contribute in hand or hearing completion at the time of appointment. Possession of a professional designation is also desirable. The Department of Accounting is seeking candidates with a degree in management information systems and cost and managerial accountants. San Mary's is a public university with approximately 7,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management Information Systems. Faculty in the Department of Accounting are expected to demonstrate a high level of commitment to teaching and research, and to keep current with the latest advances in information technology. With 65 full-time faculty and an enrollment of approximately 2,500 students,

and PhD degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally recognized for its excellence in undergraduate education, Saint Mary's has established an outstanding research record and a reputation for its international outreach. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately twenty-five part-time faculty. The department offers a range of courses in Financial and Managerial Accounting, Auditing, Information Systems, Taxation, International Accounting and Commercial Law are offered as well as the undergraduate honours program. The Department graduate programme consists of 90 accounting majors per year. Although candidates of all nationalities are encouraged to apply, Canadian Immigration policy requires that priority consideration be given to qualified Canadian citizens. Saint Mary's University is an equal opportunity employer and encourages applications from women, aboriginal people, visible minorities, and people with disabilities. Saint Mary's University is located in Halifax, Nova Scotia, a city of approximately 400,000 inhabitants. The community of over 200,000 people, Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located in relation to aerospace areas and to other major urban centres throughout the Maritimes and New England states. For information about the University and Department, please see our website at <http://www.smu.ca>. Applicants should submit a letter of application, resume, transcripts and three letters of reference to: Department of Accounting Search Committee, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, NS B3H 2E5, Telephone: (902) 420-5108, Fax: (902) 420-5011. Email: nicola.young@smu.ca. The closing date is December 1, 2002, or when the position is filled.

CONCORDIA UNIVERSITY — Tenure-track positions in Accountancy at the rank of Assistant Associate or Full Professor effective June 1, 2003

Concordia University is a comprehensive university located in Montreal, Quebec, Canada. It is one of the largest universities in Canada and is known for its strong academic programs and commitment to research. The university offers a wide range of undergraduate and graduate programs in various fields, including accountancy. The Department of Accountancy at Concordia University is seeking to hire tenure-track faculty members at the ranks of Assistant, Associate, or Full Professor. The successful candidates will be expected to teach undergraduate and graduate courses in accountancy, conduct research, and engage in service activities. The ideal candidate will have a strong background in accountancy, a Ph.D. degree, and a record of scholarly achievement. The application process involves submitting a letter of application, curriculum vitae, and three letters of reference. The closing date for applications is December 1, 2002, or when the position is filled.

YORK UNIVERSITY — Tenure-track position in accounting

York University is a comprehensive university located in North York, Ontario, Canada. It is one of the largest universities in Canada and is known for its strong academic programs and commitment to research. The university offers a wide range of undergraduate and graduate programs in various fields, including accountancy. The Department of Accountancy at York University is seeking to hire a tenure-track faculty member at the rank of Assistant Professor. The successful candidate will be expected to teach undergraduate and graduate courses in accountancy, conduct research, and engage in service activities. The ideal candidate will have a strong background in accountancy, a Ph.D. degree, and a record of scholarly achievement. The application process involves submitting a letter of application, curriculum vitae, and three letters of reference. The closing date for applications is December 1, 2002, or when the position is filled.

Université de Sherbrooke
Bât. West, Montréal, Québec
D4 PGM TMS # 534-848-2778 All qualifications are required. Canadian permanent residents and/or foreign permanent residents with primary priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, minorities and disabled individuals.

We are seeking for a tenure-track application at the Assistant Professor, Associate Professor or Professor level in Accounting. The successful candidate will have a Ph.D. in accounting and an advanced research program. Duties include research, teaching at undergraduate and graduate levels, and supervision of graduate students. Preference will be given to candidates with qualifications and experience. The closing date for applications is December 31, 2002. Send curriculum vitae and arrange for three letters of reference to be sent to: Faculty of Business, Mason, B-100, Concordia University, 1445 de Maisonneuve, Montréal, Québec H3C 3J7. All candidates are encouraged to apply, whether Canadian and permanent residents or foreign permanent residents. The University of Waterloo invites applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the budget of funds.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY — The School of Administrative Studies is the largest undergraduate business program in Canada, currently with over 3,000 students and approximately 28,000 concurrent students. The School is committed to providing its students with opportunities in up to 10 tenure stream appointments in all functional disciplines including administrative studies, accounting, finance, marketing, management, auditing, management information systems, human resource management, and entrepreneurship. The School also offers honours and associate professor level faculty. A secondary interest in tax, management science or quantitative methods and organizational behaviour will be considered an asset. Applicants require a PhD or DBA (in some cases an LLM) in their field of study. Postdoctoral work experience may be required. Applications must be able to demonstrate proof of both competency in the classroom and the potential to mount and maintain an active research agenda related to their teaching area. Applications are also invited for up to 10 contract faculty positions in the following functional disciplines: While a doctorate is preferred, applications will also be considered from individuals with Masters Degrees. Some disciplines additionally require professional designation. Since these appointments carry primary teaching responsibilities, applicants will be expected to demonstrate specific levels of competency including specific courses taught and numbers of students taught. Those who would be responsible for courses referred to in the Atkinson Faculty of Liberal and Professional Studies Calendar on the University's website (<http://calendars.registrar.yorku.ca/career/2002-2003/atkinson.htm>) specifically list which courses they felt competent to teach. A letter of application should include a copy of the specific institutional letter of recommendation should reach the Director by November 30, 2002 or until filled. Dr. Brian Gaber, Director, School of Administrative Studies, 282 Atkinson, email: bgb@yorku.ca, phone 416 736 2320, fax 416 736 5963. All applications will be acknowledged. If you have appointed a consultant, please list the names and the names of three referees. Please ensure the application letter identifies the functional area of business the application relates to, and explicitly states whether the application is for a tenure stream or a contractually limited appointment. Applications must be submitted no later than November 30, 2002 in electronic format.

ANESTHESIOLOGY

THE UNIVERSITY OF ALBERTA — The Department of Anesthesiology and Pain Medicine at the University of Alberta has a clinical (per se) faculty position available for the 2002-2003 academic year. We will have an MD or equivalent degree, and will have passed either the Anesthesiology specialty exams of the Royal College of Physicians and Surgeons of Canada, or the examinations of the American Board of Anesthesiology. We are seeking individuals who may be willing to be involved in the teaching of residents and facilitating clinical research. The University of Alberta provides an active and stimulating environment with excellent basic science facilities, because of which the majority of academic positions will be situated at the Walter C. Mackenzie Health Sciences Centre (WMHC), a state-of-the-art tertiary care and academic center acting as the major referral center for non-emergency medical services in the province of the northeast British Columbia. Our referral base of over 1.5 million people. The WMHC houses the Stollery Children's Health Centre, the tertiary pediatric referral center for the province. All applications will be considered, but Canadians and permanent residents will be given priority. Interested applicants are asked to forward a CV and the names and addresses of three referees to: Dr. Michael B. M. Farkas, FRCA, FRCPC, Professor and Chair, Department of Anesthesiology and Pain Medicine, 30327 Warier C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada T6E 2R7. Applications will be accepted until the position is filled. The University of Alberta is committed to the principle of equity in employment. We welcome diversity and encourage applications from all genders, women and men, including persons with disabilities, members of visible minorities, and aboriginal peoples.

ANIMAL SCIENCE

MCGILL UNIVERSITY — The Department of Animal Science invites applications for a tenure-track position in poultry science. The successful candidate will have a PhD in poultry science with specialization in physiology/nutrition and an interest in the areas of safety and quality of poultry products. The successful applicant will be expected to develop, in his/her field of poultry science, a strong and independent research

Answer to Homework!

From page A3. The clerk and Julius are both correct. By the clerk's computation, adding the 15 per cent sales tax to 160 denarii yields 184 denarii, which when reduced by one quarter of its value gives 138 denarii. By Julius's computation, the 160 denarii is reduced to a net cost of 120 denarii, upon which a sales tax of 18 denarii is payable. The equality of these two approaches is encapsulated by the equation $[(160) (1.15)] (0.75) = [(160) (0.75)] (1.15)$, and reflects the fact that the order of multiplication does not alter the outcome. Given that the tax is based on the actual sale price to the customer, Calphurnia has a lot of gall in intervening. He is incorrectly applying both percentages to the same base amount. However, the clerk can exercise both shrewdness and diplomacy by accepting Calphurnia's calculation, which will yield a payable amount of 144 denarii.

CANADA RESEARCH CHAIR IN BIOPHYSICS &
SHARC-NET CHAIR IN COMPUTATIONAL PHYSICS

The Department of Physics at the University of Guelph invites applications for two tenure track or tenured positions with proposed starting date of September 1, 2003 (somewhat later for the CRC position). The first position is a Tier II Canada Research Chair which is being targeted at biophysics. In biophysics we have excellent facilities for x-ray diffraction, fluorescence, infrared spectroscopy, light scattering, atomic force microscopy, ellipsometry, and NMR where we currently have excellent solid state NMR facilities (at fields up to 14 T) and are planning a significant expansion. The second position is a SHARC-Net chair connected with the SHARC-Net parallel computing facility comprising over 500 processors at three campuses) and is part of our plan to build a program in computational physics. Applications from candidates in any area of biophysics and computational physics are welcome. We are currently reviewing candidates for positions in theoretical sub-atomic physics and solid state NMR.

The Guelph Physics Department currently has 16 faculty and offers strong programs in teaching and research to the PhD level. The graduate and research programs are enhanced by participation in the Guelph-Waterloo Physics Institute (GWPi), the Biophysics Interdepartmental Group (BIG), and the Guelph Waterloo Centre for Graduate Work in Chemistry (GWC²). Faculty in the Physics Department are active members of the Canadian Food and Soft Material Sciences, the Shared Hierarchical Academic Research Computing Network (SHARC-Net), and the National Proton Microprobe Facility for Environmental Analysis. Guelph faculty members collaborate with many off-campus research facilities, including the Neutron Beam Facility at Chalk River, SNO and TRIUMF experimental and theoretical research areas, include biophysics, computational physics, both soft and hard condensed matter, gravitational, subatomic and atomic/molecular physics. For more information about the department, visit www.uoguelph.ca/physics.

The successful candidate will have a PhD in an area of physics or closely related field and will have demonstrated exceptional strength in independent research. The candidate will also have a strong commitment to teaching and will take part in the Department's teaching program at both the graduate and undergraduate levels. To apply submit a letter of application, curriculum vitae, statement of research interests, publication list and names/addresses of three professional references to J. H. DAVIS, Chair, Department of Physics, University of Guelph, Ontario N1G 2W1. Consideration of applications will begin January 2002; however, applications will be accepted until a suitable candidate is found.

We are seeking candidates with the potential to be world leaders in their fields. The University of Guelph is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

CAREERS CARRIÈRES

Ottawa ON K1N 5NS. Pour de plus amples informations, veuillez communiquer avec nous par courriel: arts@ottawa.ca ou par internet: www.ottawa.ca/academy/arts-arts-visuals.html ou par téléphone au (613) 562-5868.

ASTRONOMY

THE UNIVERSITY OF TORONTO — The Department of Astronomy and Astrophysics (www.astro.utoronto.ca) seeks candidates for a tenure-stream faculty appointment at the level of Assistant Professor to begin July 2003. This is intended as a search for outstanding researchers in whom we are seeking candidates with outstanding research records who will augment the present research strengths — including theoretical, observational, experimental, and educational areas — who have demonstrated capacity for excellence in teaching. The Department enjoys access to the Magellan and Dupont Telescopes, hosts the Canadian scientific centre for the Canada-France-Hawaii Telescope Survey, it is active in the DLR's BOOMERANG experiments, and the Blaauw mission as well as planning for NGST with the Canadian Space Agency (www.space.gc.ca), operates the David Dunlap Observatory, and is currently seeking funds for a new state-of-the-art optical telescope. The Department has strong ties with the Canadian Institute for Theoretical Astrophysics ([www.cta.utoronto.ca](http://cta.utoronto.ca)) hosted by the University of Toronto. The suc-

cessful candidate may also participate in the Cosmology and Galaxy Evolution Program at the University of Guelph (see below). If he or she meets the criteria of this Program, The University of Guelph (www.uoguelph.ca) offers the opportunity to teach, conduct research, and live in one of the most diverse cities in Canada. We are strongly committed to diversity within its community. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversity of our ideas. Applications should include a brief statement of current research interests with future plans, and at least three referees sent letters, by 6 December 2002 to: P. G. Martin, Chair, Department of Physics and Astronomy, Room 1402, 60 St. George Street, Toronto, Ontario, M5S 3H8, Canada. Inquiries can be made via e-mail to chairs@astro.utoronto.ca.

BIOCHEMISTRY

SIMON FRASER UNIVERSITY — The Department of Molecular Biology and Biochemistry at Simon Fraser University is seeking applicants for a tenure-track assistant professor in the field of

protein biochemistry. The successful candidate must have a strong interest in understanding biochemical mechanisms controlling macromolecular assemblies and interactions, including but not limited to molecular machines. The candidate will be expected to develop a competitive research program, and to contribute to the graduate and undergraduate teaching programs in this Department. The candidate will be joining a group of dynamic and interactive research-intensive biochemists. The successful candidate will have relevant postdoctoral experience. Interested applicants should forward their curriculum vitae, a statement of research interests, and reprints of up to five representative publications to Dr. Michael J. McPherson, Protein Biochemistry Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. Applicants should indicate for this position if they would like to be considered to be sent directly to the Search Committee. All application materials should be received by December 30, 2002. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified candidates. This position is subject to budgetary approval. Applicants are encouraged to visit our website at: www.sfu.ca/mabb/

BIOLOGICAL SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Biological Sciences invites applications for a tenure-track position at the Assistant Professor level in Insect Physiology. The successful candidate will be expected to teach in our core program and in an area of expertise, to develop an active research program, and to serve as a Heberlein Research Fellow. The department has 73 faculty members and 220 graduate students and is broadly based with 20 research interest groups. Research facilities include a molecular ecology service unit, a fully equipped plant biology service unit, a fully equipped animal biology service unit, a fully equipped plant physiologist/biochemistry with a preference for those candidates with expertise in environmental stress of plants and/or microorganisms such as algae, cyanobacteria or bacteria. The preferred applicant will have a PhD and appropriate postdoctoral training or equivalent experience and a proven research record including publications of high quality. The successful applicant will be expected to develop an innovative research program supported by external funding. He/she will be expected to contribute to the department's commitment to excellence in teaching and provide evidence of higher ability to teach effectively at both undergraduate and graduate levels. Genetics Applications are invited for a probationary (tenure-track) Assistant Professor position in genetics. The candidate's research interest should encompass the fields of molecular biology, genetics, evolutionary genetics, and/or genomics. The applicant should have a broad-based background and training in modern genetic and molecular techniques. Applicants must have a PhD and appropriate postdoctoral training or equivalent experience and a proven research record, including publications of high quality. The successful applicant will be expected to develop an innovative program of independent, externally funded research and to teach effectively the principles of biology at all levels. The successful candidate will be a member of the Molecular Genetics Unit within the Department of Biology and have access to a joint core facility and a dynamic research community. The successful applicant will be assigned to an independent individual with a well-defined research program in genetic and molecular principles, able to work well with others and contribute to the undergraduate Honours Program in Genetics and related fields. Details of the tenure-track position are available online at www.ualberta.ca/bsc/bsc.html. Applications are invited for a Limited-Term position of up to three years on First Year Biology. The preferred applicant will have an MSc or PhD in Biology or a

funding. He/she will be expected to contribute to the department's commitment to excellence in teaching and provide evidence of higher ability to teach effectively at both undergraduate and graduate levels. Genetics Applications are invited for a probationary (tenure-track) Assistant Professor position in genetics. The candidate's research interest should encompass the fields of molecular biology, genetics, evolutionary genetics, and/or genomics. The applicant should have a broad-based background and training in modern genetic and molecular techniques. Applicants must have a PhD and appropriate postdoctoral training or equivalent experience and a proven research record, including publications of high quality. The successful applicant will be expected to develop an innovative program of independent, externally funded research and to teach effectively the principles of biology at all levels. The successful candidate will be a member of the Molecular Genetics Unit within the Department of Biology and have access to a joint core facility and a dynamic research community. The successful applicant will be assigned to an independent individual with a well-defined research program in genetic and molecular principles, able to work well with others and contribute to the undergraduate Honours Program in Genetics and related fields. Details of the tenure-track position are available online at www.ualberta.ca/bsc/bsc.html. Applications are invited for a Limited-Term position of up to three years on First Year Biology. The preferred applicant will have an MSc or PhD in Biology or a



UNIVERSITY OF
CALGARY

The Svare University Chair in Health Economics

The Faculties of Medicine and Social Sciences invite applications for the joint appointment in Health Economics sponsored as the University Chair under the Svare endowment. Alberta is a leader in health care reform and is aiming to develop a sustainable patient oriented system. Decisions will be based on evidence of outcomes and economic assessment is central to determining the best combination of cost, quality, and patient satisfaction. The University of Calgary has developed a high profile in health economics with established research strengths in economics, community health sciences, pharmacology, and clinical trials. The Svare Chair, with significant infrastructure funding, is supported by junior appointments.

Important opportunities for leverage are open to the Chair through collaboration with the Institute of Health Economics and funding programs of the Alberta Heritage Foundation for Medical Research.

An outstanding scholar is sought to provide leadership in two Faculties through research and teaching. Examples of potential areas of collaborative research include pharmacoeconomics, health care assessment techniques, alternative approaches to the delivery of health services, health care planning for demographic change, and measures of health.

Interested individuals should submit their curriculum vitae, a statement of research interests and names and addresses of three referees, to: **Dr. P. Sokol**, Associate Vice-President (Research) at the address below. E-mail: psokol@ucalgary.ca; Fax: 403-289-8926.

The deadline for applications is **December 1, 2002**.

Operations Management (Project Management)

The Haskayne School of Business is seeking qualified candidates with a doctorate, or nearly completed doctorate, to fill a tenure-track position at the assistant/associate professor level in the Operations Management Area. The successful candidate will be expected to teach operations management courses in the Haskayne School of Business and graduate courses for the Project Management Specialization in the Faculty of Engineering. Applicants should have an interest in project management, ideally with an emphasis on project procurement and logistics, and project external issues. The successful candidate will be expected to take an active role in research. High motivation for teaching at both the undergraduate and graduate levels is also required. Anticipated starting date is July 1, 2003.

The Haskayne School of Business at the University of Calgary is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,500 full- and part-time students currently enrolled in bachelor's, master's and PhD programs, the business school boasts more than 13,000 alumni in 50 countries around the globe. An AACSB International accredited institution, and recognized by the *Financial Times* as a Top 300 business school, the Haskayne School of Business expects excellence in both research and teaching that is reflected in our balanced teaching loads and research support provided. For more information about the Haskayne School of Business and the Project Management Specialization, visit www.haskayne.ucalgary.ca and www.eng.ucalgary.ca/projectmanagement.

With a population close to one million, Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year-round.

Interested individuals should submit their curriculum vitae, along with the names of three references, and examples of teaching evaluations to: **Jaydeep Balakrishnan, PhD**, Area Chair, Operations Management, Haskayne School of Business, at the address below, Telephone: 403-220-7844; Fax: 403-284-7902; E-mail: jaydeep.balakrishnan@haskayne.ucalgary.ca

All applications received before **December 1, 2002** will receive full consideration. The position will remain open until filled.

University of Calgary, 2500 University Dr. N.W., Calgary, AB, Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

Law

The Faculty of Law at the University of Calgary invites applications for two tenure-track positions with a commencement date of July 1, 2003. The appointments will be at the assistant or associate professor rank. The Faculty may also be making limited-term appointments at the assistant or associate professor rank. Rank and salary for both the tenure-stream positions and any limited-term positions will be commensurate with experience and qualifications.

The Faculty of Law at the University of Calgary provides a comprehensive LLB program with a specialization in environmental, natural resources and energy law in which it also offers a thesis-based LLM.

The Faculty is interested in supplementing our comprehensive offerings in a variety of areas and we welcome applications for either the tenure-stream or contract positions from outstanding individuals in any area of law. In particular, individuals with primary or secondary teaching and research interests in business-related areas, including commercial law and tax, family law, intellectual property, or labour law are encouraged to apply. The successful candidates will have an opportunity to contribute to a dynamic and future-oriented undergraduate legal education program and may have an opportunity to supervise LLM students.

The Faculty also invites applications in the area of environmental, natural resources or energy law. The successful candidate will be expected to contribute to the undergraduate program and to supervise LLM students.

Candidates should normally hold an LLB and LLM degree or equivalent; a doctorate in law or a related discipline would be an asset, as would experience in multi-disciplinary and international scholarship. The successful candidate must have demonstrated a commitment to teaching and possess a strong potential to enhance the Faculty's research profile and contribute to the governance of the Faculty.

The deadline for submission of applications is **December 15, 2002**. Interested individuals should submit a statement indicating the areas in which you expect to be able to make a particular contribution to the Faculty, your curriculum vitae, two recent examples of research/writing and the names of three referees to:

Dr. Patricia Hughes, Dean, Faculty of Law, at the address below, Fax: 403-282-8325.

Creative Writing

The University of Calgary, Department of English, invites applications for a tenure-track position in Creative Writing at the rank of assistant professor, effective July 1, 2003.

We are seeking a writer who has a demonstrated and ongoing commitment to the craft of writing, a strong record of creative publication in book form or equivalent, and a deep interest in all levels of teaching as well as in graduate supervision. We are looking for a writer who is actively engaged with pedagogical issues and with the critical thinking surrounding literary texts. While a PhD is not a requirement of the position, a graduate degree in Creative Writing (MA, MFA, or PhD) would be an advantage.

Creative Writing has been designated as an "outstanding area of research strength" within the department and the University. Given this area of excellence, we are looking for an outstanding candidate who will contribute to our current curriculum and advance the discipline in new directions. We are particularly interested in candidates who are experienced and successful teachers of creative writing (fiction or poetry) at the post-secondary level, and who would also bring expertise in one or more additional areas: creative non-fiction, editing and/or publishing, performance, or literary translation.

The English Department encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities.

The Department of English at Calgary is one of the most dynamic research and teaching departments in Canada, with thriving MA and PhD programmes and a strong undergraduate programme. We offer the only PhD with a creative thesis option in English Canada, an MA with a creative thesis option, and a Creative Writing Concentration for undergraduate English students. The Department is home to the creative journal *d'ANDELINE* and hosts the prestigious endowed Marklin-Flanagan Distinguished Writers Programme, which comprises an annual residency by a Canadian writer and extended visits by distinguished international writers. For more information about the department, *d'ANDELINE*, and the Marklin-Flanagan Programme, see our home page: <http://www.english.ucalgary.ca/>

Applicants should send a curriculum vitae and sample publications, and should arrange to have three letters of reference forwarded directly to: **Murray McGillivray**, Head, Department of English, at the address below.

Only applicants whose dossiers are complete by **November 30, 2002** will be considered. Please indicate in your letter of application if you will be attending the MLA convention in New York and could be available there for a preliminary meeting.

CAREERS CARRIÈRES

until the positions are filled. The University is committed to Employment Equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are given preference. Applications must be sent to the University of Alberta's position to fill a Tier II Research Chair in Analytical Chemistry to begin July 1, 2003. This ad is directed towards junior or mid-career individuals with extensive experience for research and teaching excellence. The target area is Bioanalytical Chemistry although outstanding applicants in other areas of Analytical Chemistry will be considered. The research of 31 faculty and 160 graduate students in analytical chemistry and related services, including X-ray crystallography, mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The applicants should submit a complete curriculum vitae, and a research plan by October 29, 2002, and a research proposal to have three confidential letters of recommendation sent on their behalf to: Professor Marin Cowie, Chair, Department of Chemistry, University of Alberta, Edmonton, AB T6G 2G2. All applicants should submit a copy of their curriculum vitae, a research proposal (5-10 pages in length) and arrange for three letters of recommendation from professional references to arrive before October 15, 2002. All applications concerning this appointment and the University of Waterloo can be found at <http://science.uwaterloo.ca/chemistry>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

essential. It is anticipated that the appointment will be made at the rank of Assistant Professor, however, applications for appointments at a more senior rank will also be considered. Applications and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All applicants should submit a copy of their curriculum vitae, a research proposal (5-10 pages in length) and arrange for three letters of recommendation from professional references to arrive before October 15, 2002. All applications concerning this appointment and the University of Waterloo can be found at <http://science.uwaterloo.ca/chemistry>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Postdoctoral experience, in addition to a PhD in any aspect of Inorganic Chemistry, is

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QUEEN'S UNIVERSITY Kingston, Ontario, Canada

Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Finance, Management Science, Operations Management, Managerial Economics/MOT, Marketing, Organizational Behaviour/Human Resources and Strategy and Business Policies (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:

Candidates must have a PhD or a hecne completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:

Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc. in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

The effective date of the appointment will be July 1st, 2003, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Dunning Hall - Rm. 140
Kingston, Ontario K7L 3N6

www.business.queensu.ca

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Fax: 613-820-7244
Email: savard@caut.ca

CHINESE APPLIED LINGUISTICS

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Asian Studies is accepting applications for a tenure-track Assistant Professor of Chinese Applied Linguistics, to commence on July 1, 2003. Duties include a) coordinating one of the largest, most dynamic Chinese Language programs in North America; b) teaching graduate and undergraduate courses in the area of the candidate's expertise; c) developing a doctoral field (ideally with an emphasis on L2/L3 acquisition); d) supervising MA and PhD theses in Chinese. Experience teaching a CFL programme is highly desirable, as is competence in another East Asian language. Salary negotiation will be made to reflect the rank and experience of the successful candidate. Applications will be reviewed before December 15, 2002. Further information can be found at <http://www.cs.ubc.ca/~qchen/>. Applications should be submitted to: Dr Joshua A. Cooper, Department of Asian Studies, University of British Columbia, Vancouver, BC Canada V6T 1Z2 or fax to 604-822-8937. Deadline for receipt of applications is December 1, 2002. UBC lies on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.

CLASSICS

THE UNIVERSITY OF OTTAWA — The Department of Classics and Religious Studies announces the opening of a full-time tenure-track position for an assistant professor starting July 1, 2003. Field of specialization: Greco-Roman Archaeology. Preference will be given to candidates whose research interests lie in the area of bio-medical computing, intelligent systems, human-computer interaction and computer graphics. The Department of Computer Science in Ottawa offers undergraduate programs in computing, as well as specialized programs in cognitive science, biomedical computing and software design. Graduate students provide a broad range of interests and opportunities for graduate and undergraduate students, and contribute to the administration of the school. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be determined by the experience and qualifications of the successful applicant. Applications are expected to commence during the 2003 calendar year. The University of Waterloo's School of Computer Science is one of the largest and most selective within Canada. It prides itself on leadership in computer science education and research, and in diverse research programs of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. Our School recently established a new interdisciplinary School of Computing in our 60 full-time faculty. The School enjoys an excellent reputation in pure and applied research and is supported by 14 research laboratories. The University has an enlightened intellectual atmosphere in which the right people are in the minority. The School has been responsible for many spin-off companies such as WATCOM (now Anywhere Solutions), Waterloo Maple and Open Text Corp. Please see <http://www.cs.uwaterloo.ca/~jwong/> for further information. Applications should be sent to: Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: cschairs@uwaterloo.ca or e-mail: searches@uwaterloo.ca or e-mail: jwong@uwaterloo.ca. Applications are accepted. Openings are for July 2003 and beyond. Screening of applicants will begin immediately and continue until all positions are filled. Queen's University is committed to employment equity and diversity in its faculty and students. All qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The successful candidate will be expected to teach and direct research at the undergraduate and graduate levels in both French and English, and this immediately and continuously starting upon arrival. The rank of the candidate at the time of graduation teaching load will be in French. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University strongly encourages applications from women. Applications, including a curriculum vitae, one or two recent publications, and three letters of reference, should be sent to: Dr. George Greatorex, Acting Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario, Canada K1N 8NS Tel: 613-562-5174 Fax: 613-562-5391. E-mail: greatorex@uottawa.ca

COMMUNICATION STUDIES

FIMASTER UNIVERSITY — The School of the Arts in collaboration with the Communication Studies Programme, at McMaster University invites applications from candidates with a specialty in Music and Communication Studies for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2003. The current search is for a specialist in the field of Music Criticism. Salary will be determined by the rank of the successful candidate. Applications will be given to candidates who have demonstrated research and teaching ability in one of the other faculty in the Communications Studies programme and the School of the Arts as an academic unit with strong interests in interdisciplinary communication studies in the areas of Art, Media, Film, Television, Music, Motion Picture & Film, and Drama. A PhD in Music with a strong emphasis in Communication Studies or a PhD in Communication Studies or a PhD in Communication Studies with a demonstrated ability in Music is a requirement of the position. A position listing, including qualifications and responsibilities, a statement of research and teaching interests, and three academic referees should be addressed to: Dr. H.B.J. Maginnis, Acting Director, School of the Arts, TSH-414, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. Applications will be accepted until November 1, 2002. All qualified candidates will be considered for consideration. For further information about the School of the Arts, see <http://www.humanities.mcmaster.ca/sots/index.html>. For further information about the College of Arts, see <http://www.mcmaster.ca/arts/index.html>. Three academic referees should be addressed to: Dr. H.B.J. 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CAREERS CARRIÈRES

WILFRID LAURIER UNIVERSITY — The Department of Economics Applications are invited for two tenure-track Assistant Professor positions starting July 1, 2001. One of the appointments will be at the rank of Assistant or Associate Professor and one will be at the rank of Assistant Professor. Qualifications include a PhD, preferably with some teaching experience. The teaching load for both appointments for the ranks of Assistant Professor must have a proven record of excellence in research and teaching. Duties include teaching at the undergraduate and Master's level, research, and supervision of graduate candidates in their fields will be considered. In accordance with Canadian immigration requirements, the advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity principles. We welcome applications from qualified women and men, visible minorities, members of aboriginal communities, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled. These positions are open to all qualified applicants. Applications should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1.

be sent to: Professor Geni Swamy, Chair, Human Committee, School of Public Policy and Administration, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 2M5. The closing date for applications is December 23, 2002. Carleton University is committed to equality of opportunity for women, Aboriginal people, visible minorities, persons with disabilities, persons from diverse cultural backgrounds and persons encouraged to apply. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given preference.

UNIVERSITY OF NEW BRUNSWICK Saint John invites applications for a tenure stream appointment in Economics at the Assistant Professor level commencing July 1 2003, subject to budgetary approval. Candidates must be committed to teaching excellence. This is a non-tenure track position. The successful candidate will be expected to have a strong record in monetary or financial Economics. The successful candidate will be expected to teach upper level undergraduate courses in Economics and to maintain a regular load. A PhD is required. Applications should include a curriculum vitae and the names and addresses of three referees, to be received no later than 15 January 2003, to Dr. R. Mackenney, Dean, Faculty of Arts, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 2M5. Prospective candidates should indicate if they are planning to attend the Canadian Economics Employment Exchange in Toronto in December. Questions concerning the position should be addressed to Dr. Michael J. O'Boyle, Director of Social Science in the Office of the Department of Social Science in Saint John campus. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

EDUCATION

THE UNIVERSITY OF MANITOBA — The Department of Educational Administration, Foundations, and Psychology, Faculty of Education, invites applications for a full-time tenure track position at the level of Assistant Professor in the area of Educational Administration. Applicants must have expertise, demonstrated by specialization and scholarship, in one or more of the following areas: Administrative Foundations, Curriculum and Instruction, Assessment in Educational Administrations, School Improvement, Human Resource Management, Educational Leadership. Candidates must hold an earned doctorate at the time of appointment and must have demonstrable capacity, potential, and commitment to research as well as teaching and scholarly activities. Research levels will be an important consideration as the successful candidate will be expected to teach at both levels and to supervise graduate students. The successful candidate will be expected to demonstrate leadership and innovation in school systems; administrative experience in education will be an asset. Salary will be commensurate with experience and qualifications. The start date for the position is May 1st, 2003 or as soon thereafter as possible. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply online at www.umanitoba.ca/careers/jobs/2003/edadmin.html. Interested candidates should submit a curriculum vitae and the names of three referees, by January 6th, 2003, to Dr Jon Young, Head, Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, Canada R3T 3Z2. (e-mail: young@umanitoba.ca). Further information concerning the department, the university, or the city may be obtained from www.umanitoba.ca or www.city.winnipeg.ca/city.

TRENT UNIVERSITY—The School of Education and Professional Learning invites applications for up to four tenure-track appointments (level I) commensurate with experience, starting 1 July 2003. All positions are subject to budgetary approval. Trent University will have its first intake of students in September 2003. It will offer both a full-time and a part-time consecutive B Ed program at the primary and secondary levels and a postsecondary level. We particularly welcome applications from candidates who would enjoy the challenge and opportunity of developing a new school. Successful applicants will be involved in an innovative and dynamic program dedicated to a mediating approach to education.

The School will be integrated with Trent University's Faculty of Arts and Science and faculty will be encouraged to engage in joint teaching and research programs with cognate discipline faculty. Opportunities will be available for involvement in Trent's interdisciplinary graduate programs. The program will have close partnerships with the Trent school boards, teacher federations, schools and associate teachers. The successful candidates will be expected to maintain an active research and publication program, contribute to the development and maintenance of relationships within the profession, and contribute to professional development activities.

should possess a PhD in education, or a closely related field, and a record of research and publication in the field of education. Candidates applying for permission in teaching at the University of Guelph Angus should submit a portfolio including a letter of application describing teaching experience, scholarly interest and achievements, evidence of teaching effectiveness, a sample teaching evaluation, a sample of scholarly writing, and a teaching syllabus. Three letters of reference should be forwarded directly by the referees. Please submit applications to Professor Deborah Berrill, Director, Ontario Institute for Studies in Education, 252 Bloor Street, Toronto, Ontario M5S 1C4. The closing date for applications is December 6, 2002. Trent University is an equal opportunity employer and welcomes applications from women, Aboriginal people, visible minorities, and disabled persons. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority for appointment. For additional information please visit our website at www.trentu.ca/careers/education.html.

**ASSISTANT PROFESSOR, LYRIC AND LIBRETTO
CREATIVE WRITING PROGRAM
THE UNIVERSITY OF BRITISH COLUMBIA**

The University of British Columbia's Creative Writing Program is offering a tenure-track teaching position in the writing of song lyrics (Lyric and Libretto). The position is full-time, at the Assistant Professor level, commencing July 1st, 2003. The salary is commensurate with experience.

The successful candidate will have extensive experience (preferably across a broad range of music genres) in the writing of song lyrics that have been professionally performed or commercially recorded. Previous experience in the teaching of lyric writing is not required but desirable, particularly if that experience is at the university level. Although the candidate's primary career interest should be in the writing of lyrics, a solid background in music is essential. Any experience in the recording industry or in the production, direction, or performance of musical theatre, opera, or popular concerts would be an asset. The successful candidate will be expected to be able to initiate collaborations between writers and musicians. Applicants should send a letter of application along with their curriculum vitae including performances, publications, productions and experience in the writing of lyrics, along with the names, addresses and e-mail of three references to: The Search Committee, Creative Writing Program, Buchanan E-462 – 1866 Main Mall, University of British Columbia, Vancouver, BC V6T 1Z1 by Dec. 30th, 2002.

Thompson at peggy1@Interchange.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply.

 however, Canadians and permanent residents of Canada will be given priority. Applicants are encouraged to identify citizenship and immigration status.

For further information contact Creative Writing Chair, Associate Professor P. Thompson at peggyt@interchange.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants are encouraged to identify citizenship and immigration status.

THE UNIVERSITY OF BRITISH COLUMBIA
HEAD, DEPARTMENT OF
FRENCH, HISPANIC & ITALIAN STUDIES

The Faculty of Arts at UBC invites applications for the position of Head of the Department of French, Hispanic and Italian Studies. The appointment, subject to budgetary approval, will commence no later than July 1, 2004.

The Department of French, Hispanic and Italian Studies offers B.A., M.A. and PhD programs in French and Hispanic studies, as well as undergraduate courses in Italian language and culture and Portuguese. The Department has 26 full-time faculty and six twelve-month lecturers.

We are seeking a full professor who will lead the Department for a live-year term, renewable for a second five-year term pending a satisfactory review. Salary will be commensurate with qualifications and experience. The successful applicant will have an outstanding record of scholarly activities in any of the Department's fields of expertise, a record of successful teaching and demonstrated administrative and leadership skills. The ideal candidate will help the Department to take full advantage of new opportunities provided by connecting research and teaching environments and by rapidly developing interdisciplinary connections across departments and faculties. Knowledge of at least two of the languages taught in the Department would be an asset.

Applications and curriculum vitae should be sent to Dr. Nancy Gallini, Dean of Arts, Chair of the Search Committee, Office of the Dean of Arts, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z1. The deadline for receiving materials is January 15, 2003. Applications and enquiries may also be forwarded via email to the Dean's Assistant, Eileen Oertwies, at oertwies@arts.ubc.ca

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.

The Department of Sociology at the University of Dtrawa invites applications from sociologists or anthropologists for five tenure-track, entry-level positions (PhD completed or almost completed) of Assistant Professor (subject to final budgetary approval), commencing July 1, 2003. Two positions are in the area of international development and globalization, the other positions are open. Two positions will meet teaching needs in English. For the remaining three, the bilingual needs of the Department will be a consideration. Successful candidates will be able to work in a bilingual environment [French/English]. The Department is submitting a doctoral programme in the areas of: 1) political sociology, and 2) minority groups and culture. Research interests that are complementary to these areas will be an asset. Applications should include a covering letter describing areas of interest in research and teaching, a curriculum vitae, teaching dossier and publications, and three letters of reference.

Applications should be sent to Dr. Raymond Murphy, Chair, Department of Sociology, University of Ottawa, 550 Cumberland St., room 405, Ottawa, Ontario K1N 6N5. They must be received by November 22, 2002.

Canadian citizens and permanent residents will have priority for this position. The University of Ottawa is committed to employment equity. The Department encourages women and members of minority communities to apply.



Université d'
University of
Ottawa

CAREERS CARRIÈRES

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Medieval and Early Modern European History

Modern Languages

French Canadian Literature
French Literature

Political Studies

Canadian Politics

Sociology/Anthropology

Department Chair

Business Administration

Marketing

Finance

Management Information Systems/Management Science

Science

Engineering

Veterinary Medicine

Toxicology/Pharmacology

Anatomic Pathology

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For details on academic openings visit www.upei.ca/humanres

Positions are subject to final budgetary approval.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. UPEI is committed to the principle of equity in employment.



Photo: Meet some of UPEI's award-winning teachers: (l-r)

Don MacEwen, 2001 Canadian Engineers Medal for Distinction in Engineering Education; Karen Simon, AAU Instructional Leadership Award 2001; Philip Smith, Canada's Outstanding University Professor of the Year 2000; Shannon Murray, 3-M Teaching Fellow 2001; and Brent MacLaine, 3-M Teaching Fellow 2002 and AAU's Distinguished Teacher of the Year 2001.

Chair, Department of English, 7 King's College Circle, University of Toronto, Toronto, Ontario, M5S 3K1. Have 3 letters of recommendation and graduate transcripts sent directly to the Department as soon as possible. Include one writing sample of scholarly work of no more than 25 pages. Appointment commences July 1, 2003. The deadline for applications is 15 November 2002. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of its faculty. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNIVERSITY OF TORONTO AT MISSISSAUGA

— Applications are invited for a tenure-stream position as Assistant Professor in the Department of English, University of Toronto at Mississauga. Qualifications: PhD in English, with specialization in critical theory/history of criticism and women/gender studies. Duties consist of teaching undergraduate and graduate courses in the English Program and the Women/Gender Studies Program at UTM (as well as contributing to the administration of this latter program), teaching graduate courses in the Department of English on the St. George campus and supervising theses. Applicants must demonstrate evidence of successful research and teaching. Salary commensurate with qualifications and experience. Send applications and cv to Professor Alan Bewell, Acting Chair, Department of English, University of Toronto at Mississauga, 3351 Mississauga Road, Mississauga, Ontario, L5L 2Z1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include one writing sample of scholarly work of no more than 25 pages. Appointment commences July 1, 2003. The deadline for applications is 15 November 2002. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of its faculty. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF WATERLOO

— Applications are invited for a tenure-track position at the assistant professor level in the Department of English Language and Literature at the assistant professor level. We are interested in candidates with expertise in Romanism. The Department offers distinctive undergraduate and graduate programs (M.A. and PhD) and a strong commitment to the English Professions Writing (see www.uwaterloo.ca). Salary negotiable. Appointment effective 1 July 2003. Send resumes, transcripts, writing samples, and letters of reference no later than 1 December 2002 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ENGLISH & FILM STUDIES

WILFRID LAURIER UNIVERSITY — The Department of English and Film Studies, Two one-year limited term appointments: one in Film Studies, with secondary interests in one or more of the following: women writers; feminist theory; the novel; and/or film studies; and one in English, with secondary interests in one or more of the following: women writers; feminist theory; film and/or cultural studies. Commencing 1 July 2003, subject to budgetary approval. PhD or ABD and teaching experience required; record of publication and teaching experience preferred. Applications preferred. Applications (with curriculum vitae and teaching dossier) and three letters of reference must be received by 28 February 2003, addressed to Dr. Gary Bourne, Chair, Department of English and Film Studies, Wilfrid Laurier University, Waterloo, Ontario N2L 2C5, Canada. Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

ENVIRONMENTAL SCIENCE

DALHOUSIE UNIVERSITY — Environmental Program. Applications are invited for a tenure-track position at the level of Assistant Professor to begin July 1, 2003. We seek candidates with teaching expertise and research skills in the area of environmental science. We expect applicants to demonstrate competence in environmental science, a commitment to advancing students, and a commitment to interdisciplinary work in environmental science. The successful candidate will be expected to develop an externally funded research program. The applicant must be able to teach a class in Environmental Impact Assessment at the graduate and undergraduate levels. Desirable attributes: Candidates will either be appointed directly to Environmental Programmes or be jointly appointed with Environmental Programmes or another Department in the Faculty of Science. Applicants are expected to have a strong record of research and teaching, and to hold or have completed a PhD by July 1, 2003. Applications will be considered beginning December 1, 2002. Applications should include a current CV, a statement of teaching and research interests, evidence of research and teaching ability, and the names and addresses of three referees, together with their e-mail, fax, and telephone numbers. Applicants should arrange for three letters of reference to be sent prior to the closing date. All applications and applications should be directed to Dr. Tasha Wright, Coordinator of Environmental Programmes, Faculty of Science, Dalhousie University, Halifax, NS, Canada, B3H 2W5, Phone (902) 494-3683, Fax (902) 494-3684. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative

CAREERS CARRIÈRES

Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

DALHOUSIE UNIVERSITY — The Faculty of Science invites applications for a tenure-track position as Coordinator of Environmental Programming at the rank of Assistant Professor. Preference will be given to candidates with a Double Major or Combined Honours in Science, a Concentration in Environmental Science, and currently developing a Bachelor degree in Environmental Science. Selection will be based on the administrator for these programs. In addition, the successful applicant will be required to teach two full-credit classes in Environmental Science at the undergraduate level and maintain an active research program in research. We seek a candidate with a strong interdisciplinary environmental background. Experience with, or a willingness to explore, the use of information technology in administrative teaching, learning and research is also most helpful. The Faculty of Science is one of the great strengths of Dalhousie University, the primary centre in Atlantic Canada for education and research in Science. Faculty members have a wide range of interests and expertise, including the Bedford Institute of Oceanography, the National Research Council, and other organizations and companies. Information about Environmental Programmes in Science can be found at www.cs.dal.ca/envsci. Applications will be considered until a suitable candidate is identified. Applicants should send their curriculum vitae and a summary of teaching experience and professional interests with the names of four referees to Dr. Pauline C. M. Associates, Dept. PPO, Dalhousie University, Halifax, Nova Scotia B3H 4J1. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an equal opportunity employer and welcomes applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

ÉTUDES ANCIENNES

L'UNIVERSITÉ D'OTTAWA — Le Département des études anciennes et de sciences des religions de l'Université d'Ottawa sollicite des candidatures pour un poste à la permanence ouvert à partir du 1er juillet 2003. Domaine de spécialisation : littérature et histoire grecques. Le candidat ou la candidate devra être titulaire d'un doctorat en études anciennes et disposer de publications dans le domaine. Des recommandations pour être reconnu apte à diriger des études supérieures à l'Université d'Ottawa. La plupart de l'enseignement au niveau du baccalauréat concerne l'histoire et la littérature grecques et romaines. Mais puisque le département offre un entraînement au programme de maîtrise sur l'antiquité romaine (200-700 apr. J.-C.), on donnera la préférence aux candidats et candidatrices qui feront la preuve de leur intérêt pour l'étude de l'ère impériale. Il est donc très important de faire valoir les langues francaises et anglaises pour pouvoir enseigner et diriger des recherches en grec et en latin, aux premiers devoirs et troisième cycles, sont donc très bien accueillis. Mais puisque l'enseignement se fera principalement en langue française. Le traitement et la charge de travail seront en conformité avec la convention collective. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Les candidatrices et candidats de préférence aux cloches canadiennes et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Les candidatrices et candidats tenant le poste de professeur adjoint(e) doivent être titulaires d'un doctorat en études anciennes et de sciences des religions, Université d'Ottawa, K1N 6A5, Tel. 613-562-5714, Télécop. 613-562-5991, Courriel : george@uottawa.ca.

ÉTUDES FRANÇAISES

L'UNIVERSITÉ DE WATERLOO — Le Département d'études françaises sollicite des candidatures au rang de professeur adjoint pour deux postes en études françaises menant à la permanence. Les candidat(e)s doivent être titulaires d'un doctorat en fonction de la date limite de dépôt pour les deux postes et le 1er janvier 2004 pour l'autre. Les qualifications requises sont un doctorat en études françaises, préférablement en littérature ou en régime régional avec compétence en deux des suivants : enseignement de l'anglais et de l'allemand, enseignement de l'espagnol, enseignement du français, langue seconde (FLS), études culturelles. On requiert également une excellente connaissance du français, capacités de traduction et d'enseignement en français et en anglais et un désir de recherche et des publications. On cherche des candidat(e)s intéressés à la recherche et capables d'enseigner au niveau du premier cycle ainsi qu'au niveau de la maîtrise. Prise de faire parvenir un courriel à l'adresse : francais@uwaterloo.ca. Tous les candidats qualifiés sont encouragés à poser leur candidature. Les candidat(e)s et candidatrices et les immigrantes et immigrants seront considérés en priorité. L'université encourage des candidatures de toutes personnes qualifiées, y compris les femmes, les minorités visibles, les autochtones canadiens et les personnes handicapées. Poste dépendant de la disponibilité des fonds.

ÉTUDES HISPANIQUES

L'UNIVERSITÉ YORK, COLLEGE UNIVERSITAIRE GLENFORD — Le Département d'études hispaniques du Collège universitaire Glendon, faculté bilingue (français-anglais) d'arts libéraux de l'Université York, sollicite des candidatures pour un poste menant à la permanence, au rang de professeur adjoint pour deux postes de la date limite de dépôt pour la permanence à l'autorisation budgétaire de l'Université. Les candidat(e)s doivent détenir un doctorat en espagnol (ou prévoir le soutien en 2003). Le premier élément de sélection pourra donc être l'habileté d'enseigner l'espagnol (anglais étant le second, la littérature). On donne la préférence aux personnes bénéficiant d'une expérience en apprenant multilingue, dans l'enseignement universitaire, qui disposent

d'un solide dossier de publications et dont les recherches portent sur des méthodes d'apprentissage ou d'enseignement d'une langue étrangère. Les fonctions comprennent l'enseignement du 1^{er} cycle ainsi que la recherche et des tâches administratives. Les candidat(e)s doivent porter l'espagnol couramment. La personne choisie devra enseigner principalement en espagnol et la capacité d'enseigner en français ou en anglais sera requise. Les candidat(e)s plus particulièrement souhaités sont ceux et celles désireux de contribuer à l'essor de l'enseignement futur du programme de langue. Le salaire sera fixé en fonction de la convention collective des employés. Veiller à faire parvenir une lettre de candidature accompagnée d'un curriculum vitae à Madame Caridad Silva, directrice, Département d'études hispaniques, Collège universitaire Glendon, University York, 4750 Keele Street, North Bayview, Toronto, Ontario, M3J 2M6. Date limite pour soumettre une candidature : 6 mars 2003. Date d'entrée en fonction : le 1er juillet 2003. Les candidat(e)s doivent prendre des dispositions pour faire parvenir directement leur résumé de recherche et leurs recommandations au Département. Veuillez faire parvenir vos recommandations au moins deux mois avant la date limite de dépôt pour l'enseignement. L'Université York a adopté un programme d'action positive pour l'embauche des professeurs et des chercheurs. Le programme vise à favoriser l'accès aux femmes, aux minorités visibles et aux autochtones. Les personnes appartenant à l'un de ces groupes doivent en faire état pour bénéficier du programme d'action positive. Le département recherche également des candidat(e)s pour les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de York à l'adresse : www.yorku.ca/diversity/. Applications pour le poste de professeur adjoint(e) doivent être envoyées au Bureau du programme d'action positive au 613-736-5713. On examinerà en priorité pour ce poste la candidature des personnes de nationalité canadienne ou détenant le statut de résident permanent.

FINE ARTS

THE UNIVERSITY OF WATERLOO — The Department of Fine Arts invites applications for a tenure-track position in Studio Art at the rank of Associate Professor, commencing July 1, 2003. The successful candidate will have an MFA or equivalent, a strong exhibition history, a proven commitment to teaching and a vital art practice. The ideal candidate will have a broad-based studio practice and teaching experience include a variety of media. In addition to drawing, candidates should have experience in at least two of the following areas: computer imaging, sculpture, printmaking, photography, painting, drawing, mixed media, installation, fiber art, and graduate study as well as graduate supervision in our MFA program for which a demonstrated knowledge of contemporary art theory is required. The Fine Arts Department offers a collegial atmosphere in a small, vibrant department,

within a renowned, innovative university. The primary focus of the department is in Studio, however we have diverse programs in Art History and Film Studies. There are a number of important arts institutions within the region including The Canadian Centre for Glass Art, The Kitchener Waterloo Art Gallery and The Cambridge Galleries. Applicants should send their curriculum vitae, 20 recent slides, names of three referees, and outlines of up to three projects recently taught to Dr. Jane Burns, Chair, The Department of Fine Arts, University of Waterloo, Waterloo, ON N2L 3G1. The Department will begin reviewing applications on January 20, 2003 and will continue to do so until a suitable candidate is found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo invites applications for a Canada Research Chair (Tier II) in Food Animal Behaviour & Welfare.

The University of Guelph is seeking applicants for a Canada Research Chair (Tier II) in Food Animal Behaviour & Welfare. The appointment will be a tenure-track or tenured Assistant or Associate Professorship in the Department of Animal & Poultry Science, although the Chair will be expected to develop a vigorous collaborative research program that may encompass several departments.

The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian universities to achieve the highest levels of research excellence in the global, knowledge-based economy (<http://www.chairs.gc.ca>). Tier II Chairs should be recognized by their peers as potential leaders in their respective research fields.

The successful candidate for this position will develop a research program using psychobiological or neuroscientific approaches to welfare problems of food animal species. Areas of interest may include, but not be limited to, pain, behavioural disorders or emotional states. Although major emphasis will be placed on research, the Chair will teach at the graduate and senior undergraduate levels; the University of Guelph values a strong connection between teaching and research. A high level of initiative and good communication skills will be important attributes for this position, and the Chair will be expected to interact with producers and industry partners.

The Department of Animal & Poultry Science has a long and respected history of teaching and research in Food Animal Behaviour and Welfare. The university is also the home of the Colonel K.L. Campbell Centre for the Study of Animal Welfare comprising more than 50 associated faculty members from across colleges with interests in animal and veterinary sciences, zoology, wildlife biology, psychology and philosophy, offering diverse opportunities for collaboration. The Department of Animal & Poultry Science has a strong reputation as one of the centres of excellence in animal science and currently has 30 tenured/tenure-track faculty members, several contractual and adjunct faculty, about 110 graduate students, 20 permanent support staff and numerous contractual support staff (<http://wwwaps.uoguelph.ca>). The Department has excellent laboratory and computer facilities, access to extensive animal holding facilities, and close ties with industry. The University of Guelph is testish-intensive and learner-centered, and has gained prominence in recent years as one of Canada's premier universities. We are particularly proud of the high entry grades of our undergraduate students, the quality of our graduate program, and our internationalism.

The application, with a detailed statement of interest in the position including potential research plans, a full resume and the names of three persons who may be contacted for references, should be submitted by December 15, 2002 to Dr Ann M. Gibbons, Chair, Department of Animal & Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1, email: gibbins@uoguelph.ca. All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa. Our objective is to select a suitable candidate by February 2003 and apply to the CRC Secretariat in April. The position would be available, therefore, in September 2003.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

Institut d'études des femmes

Poste menant à la permanence

L'Institut d'études des femmes de l'Université d'Ottawa sollicite des candidatures pour un poste au rang de professeur adjoint(e) à la permanence. La date d'entrée en fonction est le 1^{er} juillet 2003. La personne choisie enseignera à l'Institut d'études des femmes et dans une unité scolaire appropriée relevant soit de la Faculté des arts, soit de la Faculté de droit ou encore de la Faculté des sciences de la santé, laquelle faculté assurera la gestion universitaire et administrative de son dossier. Pour connaître les différentes disciplines enseignées dans ces facultés, prière de consulter le site Web de l'Université d'Ottawa : www.uottawa.ca. Le salaire sera conforme aux compétences et à l'expérience.

Les candidat(e)s doivent être titulaires d'un doctorat et s'engager à travailler dans un contexte interdisciplinaire. Elles/ils doivent démontrer de fortes aptitudes pour la recherche dans le domaine des études des femmes, de même que pour l'enseignement aux 1^{er} et 2^e cycles. Plus spécifiquement, elles/ils doivent pouvoir traiter des questions théoriques et appliquées liées aux études féministes, et être en mesure d'enseigner le cours Introduction aux études des femmes ainsi que Méthodologies féministes et/ou Théories féministes. En outre, elles/ils doivent posséder de fortes aptitudes d'enseignement et de recherche en arts, en droit ou en sciences de la santé. La capacité d'enseigner en français et en anglais est une condition exigée pour l'obtention de la permanence à l'Université d'Ottawa.

Les candidat(e)s doivent soumettre un dossier de candidature comprenant une lettre de motivation sur l'enseignement et la recherche ainsi que trois lettres de recommandation à l'adresse suivante :

Institut d'études des femmes
Université d'Ottawa
143, rue Séraphin-Marion
Ottawa (Ontario) K1N 6N5

La date limite pour soumettre sa candidature est le 15 décembre 2002.

L'Université d'Ottawa invite les femmes, les autochtones, les personnes handicapées et les membres d'une minorité visible à préciser, dans leur demande d'emploi, leur appartenance à l'un de ces groupes visés par sa politique d'égalité d'accès à l'emploi.

Institute of Women's Studies

Tenure-track Appointment

The Institute of Women's Studies at the University of Ottawa invites applications for a tenure-track appointment at the assistant professor level, starting July 1, 2003. The successful candidate must teach in women's studies and in an appropriate academic unit attached to either the Faculty of Arts, the Faculty of Law or the Faculty of Health Sciences. This faculty will manage the academic and administrative dossier. Interested individuals are requested to consult the University of Ottawa Web site (wwwuottawa.ca) to find out about the different disciplines in these faculties. Salary commensurate with qualifications and experience.

Candidates shall possess a Ph.D. and be committed to working in an interdisciplinary context. They must demonstrate strong potential for scholarship in women's studies and for teaching at the undergraduate and graduate levels in both applied and theoretical issues in feminist studies. The successful candidate must be able to teach Introduction to Women's Studies, and one of Feminist Methodologies or Feminist Theories courses. In addition, she/he must demonstrate teaching and research strengths in arts, law or health sciences. The ability to teach in French and English is mandatory in order to obtain tenure.

Applicants should submit a curriculum vitae, a letter stating teaching and research interests and three letters of reference to:

Institute of Women's Studies
University of Ottawa
143 Séraphin-Marion
Ottawa ON K1N 6N5

The deadline for applications is December 15, 2002.

The University of Ottawa invites women, Aboriginal Peoples, persons with disabilities and members of visible minorities to specify in their application that they belong to one of these groups targeted by its employment equity policy.

www.uottawa.ca



Université d'
University of

Ottawa

Lakehead UNIVERSITY

Lakehead University, located in Thunder Bay, Ontario, is a comprehensive university committed to excellence and innovation in undergraduate and graduate education, as well as research and other scholarly activity. More than 6000 students attend Lakehead University, many from Northwestern Ontario, but most coming from beyond the region. The university values the diversity of its students and faculty. The university's mandate includes a commitment to Aboriginal learning and scholarship. Lakehead is a leader in technology in support of teaching and research. This is an exciting time to be at Lakehead, as we engage in the development of our new medical school, as well as the launch of several new graduate programs. A strategic plan has been developed to position Lakehead for future growth, and university-wide academic planning is currently underway. For more information on Lakehead University, please visit our web site at www.lakehead.ca.

Lakehead University invites applications to fill the following tenure-track appointments for August 1, 2003. Rank of appointment is dependent on qualifications, teaching and research experience. Successful candidates are expected to initiate vigorous externally funded research programs and to participate in graduate programs. All applicants should hold an earned PhD by time of appointment. For further information on these positions, please contact the Office of the Vice-President (Academic) and Provost at (807) 343-8181. Candidates for some of these positions may qualify for a Canada Research Chair. Please refer to www.lakehead.ca/research/www/chairs.html for details.

FACULTY OF BUSINESS ADMINISTRATION

Successful Candidates will have an opportunity to teach in the Faculty's new M.Mgt. and M.Sc.Mgt. programs.

Human Resources/Organizational Behaviour. Applicants should have teaching and research expertise in these areas.

Operation Management/Management Information Systems. Applicants should have teaching and research expertise in this area.

Marketing Management. Applicants should have teaching and research expertise in both areas. The particular area of specialization is open.

Finance. Applicants should have teaching and research expertise in finance. Candidates with financial economics background are encouraged to apply.

FACULTY OF EDUCATION

Aboriginal Education. Expertise in teaching and learning from preschool to secondary school and related successful experience in Aboriginal communities and organizations. Preference will be given to Aboriginal candidates. The ability to speak a Native language is desirable.

Curriculum Development/Instructional Design. Successful candidates will develop learning opportunities with a focus on interdisciplinary and interdepartmental offerings (including life long learning). Preference will be given to candidates with expertise in distance learning and a successful background in field development, especially in leadership and international partnerships.

Early Literacy/Language Arts. Preference will be given to candidates with expertise in the teaching and learning of reading, including readers-at-risk, from preschool to grade 4. A demonstrated record working with teachers and schools on early literacy initiatives would be an asset.

Educational Psychology. Preference will be given to candidates with expertise in exceptional children and/or classroom management. A demonstrated record working with teachers and other educators on special education initiatives and policy would be an asset.

Environmental Education. The successful candidate should have a strong teaching and research background in environmental/ecological education (grades k-12) as well as experience in providing instruction in environmental/ecological education through experiential learning. Teacher certification in these areas would be an asset.

FACULTY OF ENGINEERING

Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, assist in the development of laboratories and graduate studies, work effectively with colleagues and must be, or be qualified and prepared to become, licensed Professional Engineers in the Province of Ontario. Relevant industrial experience would be a definite asset.

Civil Engineering. Demonstrated research interest in one or more of the following areas will be considered: design of steel structures, reinforced concrete structures, prestressed concrete structures, structural analysis and strength of materials and environment-

al/transportation engineering. Additional interests in finite element methods and numerical analysis techniques would be beneficial.

Electrical Engineering. Candidates specializing in one or more of the following areas will be considered: computer engineering/digital systems, communication systems, communication networks.

Mechanical Engineering. Candidates specializing in one or more of the following areas will be considered: solid mechanics, dynamics and vibrations, control and environmental engineering. A background in design or mechatronics is a definite asset.

Software Engineering. Successful candidates will be outstanding teachers and researchers with an earned PhD in a related field. While all areas of research will be considered, the primary needs are in Software-hardware codesign.

FACULTY OF FORESTRY & THE FOREST ENVIRONMENT

Sustainable Forest Management. The successful candidate will be expected to teach and conduct research in the areas of forest landscape management using current modelling software to include management of forests, wildlife habitats and populations, recreational opportunities in sustainable environments to meet socio-economic objectives. Applicants should be qualified to become a registered professional forester. The candidate must also be able to interact with the forest industry, government and the general public. Professional experience is an asset.

Growth and Yield/Forest Economics. The successful candidate will be expected to teach and conduct research in the areas of growth and yield, and forest economics. Experience in forest mensuration and operations research will be an asset.

Wood Science and Technology. The successful candidate should have a well-rounded background in wood science and technology, and will be expected to teach and conduct research in the areas of wood science and the manufacture of wood products.

FACULTY OF PROFESSIONAL SCHOOLS

School of Nursing. The successful candidate will be expected to teach and supervise students in the new Master of Public Health program, and should have expertise in either mental health or Northern/Rural nursing. Candidates must possess a PhD in Nursing or a health related discipline and be eligible for registration with the College of Nurses of Ontario.

School of Kinesiology. Successful candidates will have an opportunity to supervise graduate students in the Master of Science (Kinesiology) and Master of Public Health programs and should provide interdisciplinary and specialized knowledge in the science of human movement. Expertise is required in one or more of the following areas: health across the lifespan, nutrition, exercise physiology, biochemistry, or the sociocultural issues related to health and physical activity.

School of Outdoor Recreation, Parks and Tourism. Successful candidates will have expertise in Parks and/or Outdoor Leadership. The Outdoor Leadership component of the program includes experiential education and outdoor environmental leadership theory and practice. Parks includes protected areas, planning, management, policy and interpretation. A strong record of teaching and research in several of the above areas will ensure contribution to the proposed Master of Environmental Studies program.

Please note that all positions are subject to final budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications and the names and addresses of three referees to:

Dr. Mary Louise Hill, Vice-President (Academic) and Provost
Lakehead University, 955 Oliver Road, Thunder Bay, ON P7B 5E1

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at <http://www.lakehead.ca/humanres/forms.html>. Review of Applications will begin on December 15, 2002, and continue until positions are filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

FACULTY OF SCIENCE & ENVIRONMENTAL STUDIES

Anthropology. Archaeologist to participate in the BA/BSc Anthropology and BSc Geoarchaeology programs and with expertise in any or all of the following areas: some cultural area(s) of North American archaeology; archaeometry; geoarchaeology; GIS applications; forensic archaeology.

Biology. Invertebrate Biologist with research expertise in co-evolutionary relationships, such as host-parasite, plant-herbivore, plant-pollinator and predator-prey, and teaching interests in invertebrate zoology, ecology and/or parasitology.

Geography. Specialist in the areas of Environmental Studies with emphasis on the human geography dimension. Ability to teach in one or more of the areas of mapping sciences and regional geography of North America would be helpful.

Geology. The successful candidate will have expertise in one or more of the following areas: Hydrogeology/Water Resource Science with research interests in Environmental Engineering and/or Environmental Studies; Sedimentary Geology; Quaternary Geology; low-temperature Geology, with teaching interests in various areas of geology; Mineralogy and Petrology, especially of crystalline rocks to augment the general departmental strength in petrochemistry.

Mathematical Sciences. The successful candidate will have expertise in one of the following areas: Mathematics of Finance, Statistics, Probability, Number Theory, Algebra, Algebraic Geometry, and Cryptography.

Physics. Specialist in Experimental Condensed Matter or Optical Physics to complement existing departmental interests (www.lakehead.ca/phys/www/). Outstanding candidates in any field of physics will be considered.

FACULTY OF SOCIAL SCIENCES & HUMANITIES

Economics. Successful candidates will have demonstrated teaching and research expertise and will be expected to contribute to the Department's undergraduate and graduate programs. All fields will be considered.

English. Successful candidates will have demonstrated teaching and research expertise and will be expected to contribute to the Department's undergraduate and graduate programs. Candidates with expertise in one or more of the following areas are invited to apply: Rhetoric and Composition, Canadian Literature, Victorian Literature, Seventeenth-Century Literature, and Critical Theory.

Languages. Successful candidates will have demonstrated teaching and research expertise in French as a second-language and Translation. The Department is particularly interested in candidates with knowledge of information technology and its application to French language instruction.

Psychology. The successful candidate will have demonstrated teaching and research expertise in Clinical, Social, Community/Rural or Neuropsychology and will be expected to contribute to the Department's undergraduate and graduate programs. The Department is presently seeking CPA approval for its doctoral clinical program, and preference will be given to candidates with teaching, research, or supervisory interests that contribute to the scientist-practitioner model of training in Clinical Psychology.

ATKINSON

Faculty of Liberal and Professional Studies



Since 1999, the Atkinson Faculty of Liberal and Professional Studies has hired 22 tenure track professors to handle enrolment growth in strategic areas and rebuilding of professional ranks. We plan to hire up to 31 professors in 2003-04 and up to 20 additional positions in future years. As Dean of Atkinson I am committed to providing an environment in which teaching and research flourish. As such I am also proactively recruiting candidates for Canada Research Chairs, particularly in Business. I invite you to join our vibrant and growing Faculty.

Rhonda Lenton, Dean

The Atkinson Faculty of Liberal and Professional Studies at York University invites applications for full-time tenure track positions as well as contractually limited term positions in the following Schools. Details and deadline dates of each position are noted below. The anticipated starting date of all positions is July 1, 2003 unless specified otherwise. All appointments are subject to final budgetary approval. All of these positions can be accessed via the York University website: www.yorku.ca/acad-jobs/ and click on Academic Positions.

School of Administrative Studies

Administrative Studies
The School of Administrative Studies is the largest undergraduate business program in Canada, currently with over 3,000 students and approximately 28,000 course registrations annually. Applications are invited for up to 10 tenure stream appointments in all

functional disciplines including administrative studies, accounting, finance, marketing, management, auditing, management information systems, human resource management, and e-business. The positions are at the assistant and associate professor levels. A secondary interest in tax, management science/quantitative methods and organizational behaviour will be considered an asset. Applicants require a PhD or be ABD (in some cases an LLM) in the functional area of appointment. Applicants must be able to demonstrate promise of both competency in the classroom and the potential to mount and maintain an active research agenda related to their teaching area.

Applications are also invited for up to 10 contractually limited one-year appointments in all functional disciplines. While a doctorate is preferred, applications will also be considered from individuals with Masters Degrees. Some disciplines additionally require professional designations. Since these appointments carry primarily teaching responsibilities, applications will be expected to show complete details of teaching competency including specific courses taught and summaries of teaching evaluations. It would be helpful if applicants referred to the Atkinson Faculty of Liberal and Professional Studies Calendar on the University's website:

<http://calendars.registrar.yorku.ca/calendars/2002-2003/atkinson.htm> and specifically list which courses they feel competent to teach.

A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Director by November 30, 2002 or until filled: Dr. Brian Gaber, Director, School of

Administrative Studies, 282 Atkinson, email: bgaber@yorku.ca, phone 416 736.5210, fax 416.736.5963.

For all positions the letter of application should have appended a curriculum vitae and the names of three referees. Please ensure the application letter identifies the functional area of business the application relates to, and explicitly states whether the application is for a

tenure stream or contractually limited appointment. Applications will be accepted until November 30, 2002 or until filled.

School of Analytic Studies and Information Technology

Economics

The School of Analytic Studies and Information Technology (SASIT) invites applications for two faculty positions in its Economics Program. One position will be a tenure stream position at the assistant professor level. One position will be a one-year contractually limited appointment at the assistant professor or lecturer level. SASIT's Economics program includes degree studies in economics and in business economics. More information on the programs can be found at <http://www.atkinson.yorku.ca/frschasit.htm>.

While outstanding candidates in any field of economics may apply, applicants should have a PhD in economics (or ABD) and a strong record of teaching and research. Tenure-track candidates must be suitable for graduate teaching. The program is particularly interested in candidates with research and teaching strengths in one or more of business economics, financial

economics, managerial decision models and industrial relations.

A letter of application, curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 30, 2002 or until filled: Dr. R. Campeanu, IITEC Search Coordinator, School of Analytical Studies and Information Technology, S27 Atkinson, email: campeanu@yorku.ca, phone 416 736.5232, fax 416.736.5188.

For both positions the letter of application should have appended a curriculum vitae and the names of three referees. The application should identify areas of teaching and research interest and whether the application is for the tenure stream or contractually limited appointment. At least one letter should address teaching.

Information Technology

The School of Analytic Studies and Information Technology (SASIT) invites applications for two faculty positions in the IITEC Program. One position will be a tenure stream position at the assistant professor level. One position will be a one-year contractually limited appointment at the assistant professor or lecturer level. York's IITEC program is a university-wide initiative in information technology. It consists of a set of degree offerings that combine information technology with fields such as administrative studies, health informatics, professional writing and social issues. More information on the programs can be found at <http://www.yorku.ca/sasit.htm>.

Preference may be given to those who are also able to teach STS courses of relevance to students in Information Technology. More information on the STS program can be found at <http://www.atkinson.yorku.ca/frschasit.htm>.

Applicants should have a PhD and a strong record of teaching and research related to information technology. Research interests in one or more of the following areas are especially encouraged: systems analysis and design; software systems; information management; networking and communications; databases; e-commerce technologies. Preference will be given to applicants who will be able to contribute to the future graduate program in Internet Information Systems.

A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 30, 2002 or until filled: Dr. Ernst Hamm, STS Search Coordinator, School of Analytic Studies and Information Technology, S27 Atkinson, email: ehamm@yorku.ca, phone 416.736.5232, fax 416.736.5188. For all positions the letter of application should

reach the Coordinator by November 30, 2002 or until filled: Dr. R. Campeanu, IITEC Search Coordinator, School of Analytical Studies and Information Technology, S27 Atkinson, email: campeanu@yorku.ca, phone 416 736.5232, fax 416.736.5188. At least one letter should address teaching. For all positions the letter of application should have appended a curriculum vitae, the names of three referees, and indicate whether the application is for the tenure stream or contractually limited appointment.

Science and Technology Studies

The School of Analytic Studies and Information Technology (SASIT) invites applications for a tenure stream position at the assistant professor level in Science and Technology Studies with specialization in twentieth century or recent science and technology. The Science and Technology Studies Program focuses on the history, philosophy and social studies of modern science and technology. The successful candidate will be expected to teach courses in the Natural Sciences curriculum and must therefore have demonstrated competence in this area.

Applicants should have a strong record of teaching and research, and a PhD in Science and Technology Studies, history of science and technology, or related field. The successful candidate will be expected to teach and develop new STS courses, be actively engaged in research, and teach Natural Science general education courses.

Preference may be given to those who are also able to teach STS courses of relevance to students in Information Technology. More information on the STS program can be found at <http://www.atkinson.yorku.ca/frschasit.htm>.

A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 30, 2002 or until filled: Dr. Ernst Hamm, STS Search Coordinator, School of Analytic Studies and Information Technology, S27 Atkinson, email: ehamm@yorku.ca, phone 416.736.5232, fax 416.736.5188. For all positions the letter of application should

CAREERS CARRIÈRES

have appended curriculum vitae and the names of three referees. Application letters should identify areas of teaching and research interest. At least one letter should address teaching.

Philosophy

The School of Analytic Studies and Information Technology (SASIT) invites applications for two contractually limited one-year faculty positions in the Philosophy Program at the level of Assistant Professor. The area of specialization is flexible. Applicants will be expected to teach the compulsory first year Modes of Reasoning Course and courses in the areas of Professional Ethics and Applied Philosophy Expertise in the area of Late Modern Continental Philosophy would be an asset. Applicants require a PhD completed or in progress. Candidates should also have an interest in online teaching and be able to demonstrate promise in the classroom. Applicants should identify which courses in the above-mentioned areas that they feel competent to teach by viewing <http://www.atkinson.yorku.ca/frschasit.htm> and clicking on programs.

A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 30, 2002 or until filled: Dr. Sam Mallin, Philosophy Search Coordinator, School of Analytical Studies and Information Technology, S27 Atkinson, email: smln@yorku.ca, phone 416.736.5232, fax 416.736.5188. For all positions the letter of application should have appended curriculum vitae and the names of three referees. Application letters should identify areas of teaching and research interest. At least one letter should address teaching.

School of Social Sciences

Social Sciences (Public Administration)

The School of Social Sciences invites applications for a tenure stream position in Public Administration at the Assistant Professor level to begin July 1, 2003. The School of Social Sciences is seeking an individual who is enthusiastic about developing Public Administration as a

Professional Program within the context of the newly redesigned School of Social Sciences. The scholar appointed to this position will teach the core public administration course, and may also teach the very popular public law courses included in the BA program in Public Administration and Management and the Certificate in Public Sector Management. Areas of specialization are open and include political science, public law, criminology, human rights, sociology, anthropology, social geography and related fields. Research is a high priority in the School of Social Sciences and the successful candidate will have a strong research and publication record and will be able to teach and supervise at the graduate level. Sensitivity and willingness to explore issues of race, ethnicity, gender, sexual orientation, social class or ability or other social justice issues, as well as to consider the use of information technology in teaching would be assets. The School of Social Sciences houses two disciplinary degree programs (Political Science and Sociology) and a newly created interdisciplinary Social Sciences degree program, as well as a number of areas of concentration dealing with gender and families, diaspora cultures, social justice, communication studies, education, public policy and administration, political economy and political and social thought. Applications will be considered from candidates with a completed PhD or a PhD to be completed by the date of appointment.

For both positions the deadline for applications is November 15, 2002. Applicants should send their curriculum vitae and a summary of teaching and research interests and experience with the names of three referees to Dr. Wenona Giles, Chair, School of Social Sciences, 303 Atkinson, email wgiles@yorku.ca, phone 416.736.5235, fax 416.650.3876.

School of Nursing

Nursing

The School of Nursing invites highly qualified applications for up to thirteen tenure stream appointments. There is also the potential for up to eight additional contractually limited appointments. Appointments will commence July 1, 2003 with one beginning as early as January 1, 2003 and will be in the professorial or alternate stream. Professorial appointments will be made at the assistant or associate professor level. Alternate stream appointments will be made at the assistant or associate lecturer level. Applicants must hold current registration in the College of Nurses of Ontario and must provide proof of academic credentials prior to appointment. The Faculty is actively searching for Tier I and Tier II Canada Research Chairs in health and health related fields.

The School of Nursing offers the first Collaborative BScN degree in Ontario, an established Post RN BScN, a Primary Health Care Nurse Practitioner Certificate, a Health Informatics Certificate and is in the process of developing a graduate program. Our rapidly expanding internation-

ally recognized program offers an innovative curriculum founded in nursing science. We embrace individual uniqueness, multiple ways of knowing, creative expressions of scholarship and global consciousness.

Applicants must have expertise, teaching and practice experience and related research in one or more of the following areas: community/public health; research methods; utilization and evaluation; nursing ethics; health informatics; acute/critical care; gerontology; health and aging; long term care; transcultural health; maternal and child health, and/or women's health.

A BScN and a Master's degree (nursing preferred) is required. A doctorate in progress in nursing or a health related field is required for professorial stream positions and preferred for alternate stream positions. An earned doctorate in nursing is preferred. Knowledge of nursing theories, the human science paradigm, cooperative learning perspectives and the Bevis-Watson curriculum paradigm is required. Prior experience using a cooperative learning pedagogical framework and the Bevis-Watson curriculum paradigm is preferred.

Experience with technology-enhanced distance learning would be an asset. Evidence of involvement in a research and publication program is essential for professorial stream appointments. Evidence of professional excellence and expertise in a clinical setting is required for appointments in the alternate stream. Proven evidence of the ability to develop and maintain collegial relationships is required for all positions. The selection process will start November 15, 2002 and continue until all positions are filled. Applicants should send a curriculum vitae and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to Dr. Kathleen Macdonald, Director, School of Nursing, Atkinson Faculty of Liberal and Professional

Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. E-mail: ttan@yorku.ca, fax: 416.736.5714, phone 416.736.5271.

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Atkinson Faculty of Liberal and Professional Studies welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acad-jobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

Canada Research Chairs

The Faculty is actively seeking applicants for Tier I and Tier II Canada Research Chairs particularly in business. Candidates must have an outstanding and innovative research program that complements the York University Research Plan http://www.yorku.ca/vpri/CRC%20New/vpri_cr_e.index.htm and click on Canada Research Chairs Strategic Research Plan. Candidates nominated by the Faculty must be approved by York University and then forwarded to the Canada Research Chairs Secretariat for final approval. Tier I appointments will be at the Full Professor level and Tier II appointments at the assistant or associate professor level.

Atkinson Faculty of Liberal and Professional Studies
4700 Keele Street
Toronto, Ontario
M3J 1P3



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CAREERS CARRIÈRES

tion include a PhD or equivalent in Family Studies, Human Ecology, Family Sociology or related discipline with a scholarly focus on families; and demonstrated teaching excellence. Specified equipment or particular knowledge include family development (especially young families), family dynamics and interaction, family communication. A successful candidate will have a background that is a good fit with the Department and Faculty and either a strong undergraduate relevant, high quality education and research record. The successful candidate will have demonstrated leadership ability and is expected to develop a strong research program consistent with the Faculty's commitment to multi-method, collaborative research. The salary range for the position is commensurate with experience. The level of Assistant Professor is \$47,184-\$65,816. All qualified candidates are encouraged to apply. No, Canadian and permanent residents only. All documents will be given priority. The complete closing date is December 30, 2002. Please submit applications to Dr Nancy Gibson, Chair, Department of Human Ecology, 302E Human Ecology, University of Alberta, Edmonton, Alberta, Canada T6G 2H4. Tel: (780) 492-4221; Fax: (780) 492-4221; E-mail: nancy@ualberta.ca. Include in the application package letter of application addressing qualifications with three referees, teaching statement and curriculum vitae including list of publications, graduate transcripts(s), the names and contact information of three referees, and a sample referred journal article. We thank all applicants for your interest in the position. The University of Alberta is an equal opportunity employer. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

HUMAN RESOURCE MANAGEMENT

QUEEN'S UNIVERSITY — The School of Industrial Relations invites applications for a tenure-stream position at the Assistant or Associate Professor level, beginning July 1, 2003. The applicant must have a PhD or expect to complete prior to taking the appointment, with substantial teaching, research, and management experience, with evidence of theoretical, experiential, and/or knowledge of public sector human resource issues. The School of Industrial Relations offers a one-year Master of Industrial Relations (MIR) program. It also has an applied and experiential focus, is closely involved with the Industrial Relations faculty and the School of Policy Studies which provide extensive opportunities for research. The candidate will be expected to reach graduate level courses in such areas as labour relations, personnel management, international human resource information systems, and supervise research and teaching in the MIR program. We seek an individual who has a demonstrated record of research and contribution to industrial relations in their field and has an established record of research and teaching. Applicants should include a full curriculum vitae, a statement of research interests, and samples of relevant papers. Applications should include the names of three referees and three confidential letters of reference to be sent to Professor Pradeep Kumar, Acting Director, School of Industrial Relations, Queen's University, Kingston, Ontario, Canada K7L 3N6. Tel: (613) 533-2590. Review of applications will begin in early January 2003 and continue until the position is filled. Queen's University is committed to equity in employment and welcomes applications from women, members of visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

INFORMATION SYSTEMS & TECHNOLOGY

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Mathematics invites applications for two tenure-track faculty positions at the Assistant or Associate Professor level in the area of Information Systems and Technology. We are seeking individuals with a PhD or equivalent degree, and both undergraduate and graduate student supervision with a technical focus in areas such as decision support systems, telecommunications management, electronic commerce, information retrieval, software engineering, human-computer interaction or distributed systems. Special attention will be given to applicants whose research area is of particular relevance within an Engineering Faculty. A background in computer science, electrical engineering, operations research, decision theory, management science, and/or a combination of these disciplines is desired. An additional complete description of the Department of Management Sciences can be found at the department web site <http://www.msci.uwaterloo.ca/index.html>. All qualified candidates are encouraged to apply. Canadian and permanent residents only. All documents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funding and appropriate with qualifications and experience. Please note, by December 15, 2002, a detailed curriculum vitae (including a summary of research and teaching interests), a description of courses taken at all doctoral, master's, or non-degree levels, a list of published research (if available), and names and addresses of at least three references to Professor Elizabeth Jeville, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: ejeville@math.uwaterloo.ca)

INFORMATION TECHNOLOGY

YORK UNIVERSITY — The School of Analytic Studies and Information Technology (SAST) in York applications for two faculty positions in the ITC Program. One position will be a tenure stream position at the assistant professor level. One position will be a one-year, contractually limited term position at the assistant professor level. York's ITC program is a university-wide initiative in information technology. It consists of a set of degree offerings that combine information systems with other fields such as marketing, statistics, health informatics, professional writing and social issues. More information on the programs can be found at <http://www.yorku.ca/itc/>. Applicants should have a PhD and a strong record of teaching and

research related to information technology. Research interests in one or more of the following areas are especially encouraged: systems analysis and design, software systems, information management, networking and communications, databases, e-commerce technologies, and web-based systems. The successful candidate will have a background that is a good fit with the Department and Faculty and either a strong undergraduate relevant, high quality education and research record. The successful candidate will have demonstrated leadership ability and is expected to develop a strong research program consistent with the Faculty's commitment to multi-method, collaborative research. The salary range for the position is commensurate with experience. The level of Assistant Professor is \$47,184-\$65,816. All qualified candidates are encouraged to apply. No, Canadian and permanent residents only. All documents will be given priority. The complete closing date is December 30, 2002. Please submit applications to Dr Nancy Gibson, Chair, Department of Human Ecology, 302E Human Ecology, University of Alberta, Edmonton, Alberta, Canada T6G 2H4. Tel: (780) 492-4221; Fax: (780) 492-4221; E-mail: nancy@ualberta.ca. In the application package letter of application, address qualifications with three referees, teaching statement and curriculum vitae including list of publications, graduate transcripts(s), the names and contact information of three referees, and a sample referred journal article. We thank all applicants for your interest in the position. The University of Alberta is an equal opportunity employer. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ISLAMIC STUDIES

MUSLIM UNIVERSITY — The Institute of Islamic Studies invites applications for a tenure-track position of Assistant Professor in Islamic Philosophy with competencies in Teaching, Mysticism, and/or Research. The position begins at August 1, 2003 or later. The successful candidate must have demonstrated leadership ability and is expected to develop a strong research program consistent with the Faculty's commitment to multi-method, collaborative research. The salary range for the position is commensurate with experience. The level of Assistant Professor is \$47,184-\$65,816. All qualified candidates are encouraged to apply. No, Canadian and permanent residents only. All documents will be given priority. The complete closing date is December 30, 2002. Please submit applications to Dr Lionel Lumb, Chair, Hizb-ut-Tahrir (Institute), School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Closing date for application is January 15, 2003. All qualified candidates are encouraged to apply, or

KINESIOLOGY & HEALTH SCIENCE

YORK UNIVERSITY — The School of Kinesiology and Health Science invites applications for a tenure-track position of Assistant Professor in Kinesiology and Health Science. The position begins at August 1, 2003 or later. The successful candidate will be commensurate with experience. All qualified candidates are encouraged to apply. The application of Canadians and Permanent Residents will be given priority. The successful candidate will be committed to equality of opportunity for women, aboriginal peoples, visible minority and persons with disabilities. Persons from these groups are encouraged to apply. Applications should include three names of referees to Prof. Lionel Lumb, Chair, Hizb-ut-Tahrir (Institute), School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Closing date for application is January 15, 2003. All qualified candidates are encouraged to apply, or

funding, are required. Postdoctoral experience is preferred. Doctoral students in their final year, and graduate teaching and supervision of M.A., M.Sc. and PhD students. Applicants should send a curriculum vitae, a covering letter stating future research goals, three relevant reprints and three names of addresses and email addresses of three individuals who can provide references by January 15, 2003 to Dr David Horne, Chair, Department of Kinesiology and Health Science, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The position is subject to budgetary approval. Further information about the School can be obtained at www.kinesiology.yorku.ca. York University is an affirmative action employer. Women, members of visible minorities, aboriginal peoples, persons with disabilities and disabled people, persons in these groups must self-identify. York University is an equal opportunity employer. The School of Kinesiology and Health Science welcomes applications from persons in these groups. The Affirmative Action Program is open to all qualified persons. Interested individuals are invited to apply for a tenure-track position as Assistant Professor in the Department of Kinesiology and Health Science, York University, starting June 1, 2003. The Department offers two undergraduate programs, one leading to a Quebec teaching certificate and another in Kinesiology. The graduate program has specialization in biomechanics, exercise physiology, and ergonomics. The department is located in the Keele Street, Toronto, Ontario M3J 1P3. The position is subject to budgetary approval. Further information about the School can be obtained at www.kinesiology.yorku.ca. The successful candidate will have an excellent record of teaching and research, and a research record which will contribute to the research portion of our program. The candidate will be expected to teach undergraduate courses in biomechanics and ergonomics. The postdoctoral students in the department are supervised by experienced faculty members. Students in both the undergraduate and graduate levels. The individual will be expected to develop an independent line of scholarly inquiry and seek extramural funding. Teaching evaluations will be used to evaluate the candidate. Applications should be submitted to Dr. David Horne at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

KINESIOLOGY & PHYSICAL EDUCATION

MCGILL UNIVERSITY — Applicants are invited for a tenure track position as Assistant Professor in the Department of Kinesiology and Physical Education, McGill University, starting June 1, 2003. The Department offers two undergraduate programs, one leading to a Quebec teaching certificate and another in Kinesiology. The graduate program has specialization in biomechanics, exercise physiology, and ergonomics. The department is located in the Keele Street, Toronto, Ontario M3J 1P3. The position is subject to budgetary approval. Further information about the School can be obtained at www.kinesiology.yorku.ca. The successful candidate will have an excellent record of teaching and research, and a research record which will contribute to the research portion of our program. The candidate will be expected to teach undergraduate courses in biomechanics and ergonomics. The postdoctoral students in the department are supervised by experienced faculty members. Students in both the undergraduate and graduate levels. The individual will be expected to develop an independent line of scholarly inquiry and seek extramural funding. Teaching evaluations will be used to evaluate the candidate. Applications should be submitted to Dr. David Horne at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.



Research Associate Department of Anatomy & Cell Biology

A funded position for a Research Associate position in the Department of Anatomy and Cell Biology. The position involves research on the properties of the plasma membrane (PM). The PM will be isolated and characterized by a series of advanced biochemical, molecular, electron microscopy, gel electrophoresis, mass spectrometry and related ICAT techniques. The PM proteome and identification of phosphoproteins as a consequence of EGF treatment will be documented. New function and functionality of the plasma membrane will be derived from the protein composition and relationships to signal transduction pathways realized. Salary will be commensurate with experience.

www.mcgill.ca/anatcell

Interested individuals are invited to apply before December 15th, submitting a covering letter stating career goals and interests, a brief Curriculum Vitae and three reference letters.

Dr. John J. M. Bergeron
Chair, Anatomy & Cell Biology
McGill University
Strathcona Anatomy & Dentistry Building
3640 University Street
Montreal, Quebec H3A 2B2

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

Dean, College of Arts, Social & Health Sciences University of Northern British Columbia, Prince George, B.C.



The University of Northern British Columbia (UNBC) is seeking a Dean for its College of Arts, Social and Health Sciences.

Founded in 1990, the small research intensive University of Northern British

Columbia was conceived as a "university in the north," its mandate is to serve the northern two-thirds of the province. Located at the confluence of the Fraser and Nechako rivers at the heart of British Columbia, UNBC combines an extremely attractive and modern campus with extraordinary opportunities for innovation and growth. Although the main campus in Prince George opened only in 1994, the University has already established an important place in the life of northern British Columbia, and enjoys enthusiastic community support and a reputation for originality and excellence in its academic programs. It has quickly grown to accommodate approximately 4,000 students and has regional offices in Terrace, Fort St. John and Quesnel. The University employs 208 full-time and FTE equivalent faculty and 285 staff. For further information, please visit the University of Northern British Columbia web site at www.unbc.ca.

Knowledge of French is an asset. Applications, including current vita, the names of three persons can be submitted along with a description of teaching methods that you have found to be successful, to Chair, Japanese Search Committee, Department of East Asian Studies, McGill University 3428 McTavish, Montreal, Quebec H3A 1X9, Canada. The closing date for applications is December 15, 2002. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

JOURNALISM & COMMUNICATION

CARLETON UNIVERSITY — Subject to budgetary approval the School of Journalism and Communication invites applications for two tenure-track appointments to support its Journalism curriculum, one in television journalism and the other in print journalism. Appointments will be for one year, renewable. Applications should be submitted by December 15, 2002. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

Janet Wright & Associates Inc.

Reporting to the Vice-President (Academic) and Provost, the Dean of CASHS is responsible for the leadership, promotion, and growth of the College, including long-term strategic planning, academic development, service delivery and the management of financial, administrative and human resources. As a member of the University's senior executive, the Dean plays a significant role in University-wide initiatives and in linkages with external constituencies. The Dean will also have an unparalleled opportunity to participate in program development and decision-making that will guide the University's growth during its second decade.

Candidates should have proven administrative experience, well developed leadership skills, an appreciation for collegial decision-making, and a strong academic background (appointable at the rank of Professor), with a demonstrated commitment to excellence in teaching, research/scholarship and service.

UNBC is committed to employment equity, and welcomes applications from all designated groups. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Nominations and applications, including the qualifications and accomplishments on the basis of which the individual merits consideration, should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9

Fax: 416-923-8311
E-mail: resumes@jwsearch.com
www.jwsearch.com



CAREERS CARRIÈRES

on staff to develop the reputation of the University's second Key Strategic Initiative in Behavioural Health Research. This faculty has a Medicine and Sanctioned Initiative which is to examine behavioural approaches to research, to exercise, to maintaining and recovering health and wellness. Multidisciplinary behavioral approach and maintenance, and disease prevention that take a biopsychosocial perspective are of interest. The successful candidate will be expected to develop his/her own competitive research program and to work with an existing group of scholars in the Faculty in the development of team approaches to behavioral intervention and to contribute to the expanding graduate program in this area. The University of Alberta is seeking a highly qualified individual in this area who we hope to further develop and expand. The successful candidates will possess a Ph.D., or equivalent, have a record of effective teaching, and be committed to scholarly research and publication. Applications will be given to applicants who have a demonstrated record of research that is competitive for national grants, viewed funding. Applicants expressing teaching and research interests in any of the psychological, educational, biological or biological consequences of either physical or cognitive impairment will be given priority. The University of Waterloo invites applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to budgetary approval of funds.

Simon Fraser University — The Physics Department invites applications for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in the field of experimental condensed matter physics. The best candidates will be those theoretical astrophysicists, cosmologists and particle physicists, experimentalists and theorists in atomic and molecular physics and experimentalists in soft condensed matter physics whose research interests in any area that complements the department's existing research programs will be given serious consideration. The Physics Department's home page can be accessed via <http://www.wsu.edu/~physics/>. All applications should include a PhD degree, a record of strong research accomplishments, fully achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. A successful candidate in the area of the theoretical condensed matter theory will be considered. Applications should be sent to: Institute of Theoretical Physics <http://physics.ubc.ca/~perlmutter/>. All applications should be made for at least one year. Applications should be received by January 1, 2003, and addressed to: Prof. Robert H. Swanson, Department Chair, Condensed Matter Physics, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Tel. (519) 885-4567 Ext. 6831, Email: physics@uwaterloo.ca. All applications will be given priority. Canadian citizens and permanent residents will be given priority. Interested individuals are asked to send a letter (or e-mail to udachy@uwaterloo.ca) indicating career interests, curriculum vitae, and the names of three referees. Applications should be submitted to: Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6 by December 15, 2002.

PHYSICAL MEDICINE & REHABILITATION

THE UNIVERSITY OF SASKATCHEWAN — The Department of Physical Medicine & Rehabilitation, Faculty of Medicine, invites applications for a full-time, tenure-track academic position effective July 1, 2003. Full salary support and a benefits package are available with this position, together with generous vacation and academic leave time. Academic rank will be determined by the candidate's research interests and experience. An excellent opportunity exists for the successful applicant to contribute to the rehabilitation research interests of the department. There is considerable flexibility to accommodate clinical subspecialty interests. This combined academic-clinical department is located in the new state-of-the-art Rehabilitation Centre at Saskatchewan Hospital. There are opportunities for full-time clinical appointments and these clinical physiatrists with part-time academic appointments. We are also planning to recruit two full-time clinical physiatrists with part-time academic appointments. All candidates will be considered equally. Applications will be given priority to those with a demonstrated ability to accommodate clinical subspecialty interests. These include: women, Aboriginal people, people with disabilities, and visible minorities. We encourage self-identification on their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Interested individuals are asked to send a letter (or e-mail to udachy@uwaterloo.ca) indicating career interests, curriculum vitae, and the names of three referees. Applications should be submitted to: Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6 by December 15, 2002.

PHYSICS

McGILL UNIVERSITY — The Department of Physics invites applications for a tenure-track position at the rank of Assistant Professor, beginning no later than September 1, 2003. The appointment will be in the area of experimental Condensed Matter Physics. The applicant will be expected to become a member of the Centre for the Physics of Materials, a Centre in the McGill Institute for Solid State Materials. The Centre includes faculty members from the Physics and Chemistry Departments, as well as research scientists in industrial laboratories. The focus of the Centre is on research at the boundary between Condensed Matter Physics and Materials Science. In particular, the Centre is currently active in nanoscience, nonequilibrium materials, Biophysics, quantum information theory, surface science, magnetism, and strongly-correlated electronic systems. The Centre has an extensive range of preparation equipment and characterization facilities. One of the major strengths is the extensive interaction and collaboration that exists between theory and experiment. The department has active groups in Astrophysics, Condensed Matter, Nuclear, Particle, and High Energy Astrophysics. For more information, see <http://www.physics.mcgill.ca>. Parallel searches are currently underway for positions in theoretical condensed-matter physics, nanoscience, and astrophysics. We seek candidates with a proven record of excellence in research, teaching, and supervision, and excellence in teaching. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a research plan. They should also provide three letters of reference to be sent directly to Prof. G. M. Trottier, Department of Physics, McGill University, 3600 University Street, Montréal, Québec, Canada, H3A 2T6. Review of applications will begin January 15, 2003. Suitable candidates may be interviewed before this date. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

THE UNIVERSITY OF WATERLOO — As part of its commitment in astrophysics, the Department of Physics invites applicants for two positions at the Assistant (tenure-track), Associate, or Full Professor level in the area of observational or theoretical extragalactic astrophysics. These are particularly intended for applicants with research interests in the areas of galaxy formation and evolution, Cosmic Background Radiation, large-scale structure and cosmological inflation. There is a potential for leadership in the Perimeter Institute for Theoretical Physics (<http://perimeterinstitute.ca>). All applications are subject to budgetary authorization.

Application letters detailing relevant experience and interests must be accompanied by a curriculum vitae and the names, addresses, telephone numbers and email addresses of three references. Applications must be received by Friday, January 10, 2003, addressed to Dr. Martin Laba, Director, School of Communication, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6, Canada.

FOR ADVANCED RESEARCH

(<http://www.ciacrl.ca>)

for Advanced Research (<http://www.ciacrl.ca>) Consilium and Gravity Program, subject to approval by these organizations. The stipend for these positions will be \$20,000. All candidates must have a PhD degree, and demonstrate research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate a excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to Dr. Michael J. Dunn, Director of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Tel. (519) 885-4567, Ext. 6831, Email: physic@uwaterloo.ca. Applications will be considered at any time until the position is filled.

Applications will be given priority.

Applications will be given priority.</p

CAREERS CARRIÈRES

to the further dissemination of ideas. The deadline for submission of applications is November 18, 2002, although the search will remain open until a successful candidate is found. Candidates should send a current Curriculum Vitae, teaching dossier, teaching dossier, and a statement outlining current and future research interest to the addressee below. Applicants should also ask three referees to send letters of recommendation. All correspondence should be sent to Professor Gary Crawford, Associate Dean, Social Sciences Division, University of Toronto at Mississauga, 3359 Mississauga Road North, 121 Kaneff Centre, Mississauga, Ontario, Canada L5L 1C6.



Dalhousie University Assistant or Associate Professors Faculty of Law

The Faculty of Law, Dalhousie University, invites applications for two probationary tenure-track appointments at the rank of Assistant or Associate Professor, to commence July 1, 2003, pending budgetary approval.

The Faculty is particularly interested in scholars having a demonstrated interest in the areas of torts, contracts, criminal law, civil procedure, and equity and trusts. The Faculty is, however, particularly seeking academic excellence and will also consider applicants in other areas. A suitable candidate will hold an LL.B. degree and a graduate degree in law or a related discipline.

Applications should include a curriculum vitae, university transcripts, and the names of three referees; academic referees are preferred, and at least one is required.

The closing date for applications is December 20, 2002.

Applications should be forwarded to:

Dean Dawn Russell
Dalhousie Law School
6061 University Avenue
Halifax, Nova Scotia B3H 4H9
Tel: (902) 494-2114
Fax: (902) 494-1316
or

Applications may be made by e-mail, addressed to: Heather.MacLeod@dal.ca

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

If you are a member of the Aboriginal population and would like to self-identify to us, please request and return a completed Voluntary Self-Identification Questionnaire with your application.

UNIVERSITY OF TORONTO AT MISSISSAUGA

The Department of Political Science invite applications for a tenure-stream position in Canadian Politics at the rank of Assistant Professor, beginning January 1, 2003. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in one of the most dynamic research environments in the country. The successful candidate will be expected to teach in the undergraduate and graduate programs and will be a member of the Graduate Department of Political Science, University of Toronto. Additional information on the Department can be obtained through the World Wide Web at <http://www.chass.utoronto.ca/polsci/>.

BRANDON UNIVERSITY — The Department of Psychology invites applications for two tenure track positions, subject to budgetary approval. The successful candidate will be expected to teach, conduct research and engage in a program of research. Developmental/Child Psychology. Candidates should have a PhD in Developmental/Child Psychology or a related area. The duties will involve teaching courses in Child Psychology, introductory Psychology, and one other area of interest as determined by the Department. Instructional/Organizational Psychology: Candidates should have a PhD in Industrial/Organizational Psychology, with a specialty in Organizational Psychology. The duties will include teaching courses in Organizational Psychology, Motivation, Introductory Psychology and one other area of interest as determined by the Department. Application deadline December 16, 2002. DR. Michael J. O'Leary, 2003. Salary and Rank: Commensurate with the candidate's qualifications and experience. Please send curriculum vitae, transcripts, samples of research, teaching dossier, and three letters of reference by December 31, 2002 to: Professor Gary Crawford, Associate Dean, Social Sciences Division, University of Toronto at Mississauga, 3359 Mississauga Road North, 121 Kaneff Centre, Mississauga, Ontario, Canada L5L 1C6.

THE UNIVERSITY OF WATERLOO — Applications are invited for the Department of Psychology at the University of Waterloo at the Associate/Auxiliary Professor level in Comparative Politics. We are interested in candidates with expertise in studies of state and nation. The geographical specialization may be open to regions of South America, Russia and Eastern Europe. The successful candidate will have a doctorate in Political Science, Ability to use new technologies in teaching would be an asset. The candidate is expected to demonstrate research interests in the introductory level in a large class environment and at the graduate level. At the Assistant level, the candidate will be expected to develop a strong program of both teaching and research. At the Associate level, the candidate is expected to demonstrate research interests in both teaching and research including publication and grant record. This appointment is effective July 1, 2003. Salary negotiable. Send application, cv, teaching dossier, and three samples of recent scholarly work and three letters of reference by December 31, 2002 to: Professor Ashok Kapur, Chair, Department of Political Science, University of Waterloo, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CARLETON UNIVERSITY — Applications are invited for the Department of Psychology. Carleton University wishes to make a tenure-track appointment at any level, commensurate with experience, to begin July 1, 2003. Preference will be given to candidates with research interests in social and cognitive development, particularly pertaining to communication. We are seeking an individual who has a strong research record and strong commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2003. Review of applications will begin on January 10, 2003 and will continue until the position is filled. Please submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Psychology Search Committee, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three letters of reference sent to the same address. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. Candidates should have a PhD in Psychology. Organizational Psychology, equivalent and a strong interest in research and teaching. Applications for this position are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. Candidates should have a PhD in Psychology. Organizational Psychology, equivalent and a strong interest in research and teaching. Applications for this position are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

QUEEN'S UNIVERSITY — The Department of Political Studies invites applications for the Skelton-Clark Post Doctoral Fellowship in Canadian Affairs. This new fellowship will provide an opportunity for the further diversification of ideas. All qualified candidates are encouraged to apply. The anticipated start date for the position is January 1, 2003. Preference will be given to candidates with research interests in Canadian politics, comparative politics, and political theory. Applications should be submitted by December 1, 2002 to: Professor Michael Fullan, Chair, Department of Political Science, University of Waterloo, 200 University Avenue, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CARLETON UNIVERSITY — Applications are invited for a tenure track position in Education or Counselling in Education. We are looking for individuals who are able to teach both Classical and Contemporary Political Thought. The area of research is open. The successful candidate will have a doctorate in Political Science or related field, and a record of teaching in the classroom. The candidate is expected to teach at the introductory level in a large class environment and at the graduate level. At the Assistant level, the candidate will be expected to develop a strong program of both teaching and research. This appointment is effective July 1, 2003. Salary negotiable. Send application, cv, teaching dossier, and three samples of recent scholarly work and three letters of reference by December 31, 2002 to: Professor Ashok Kapur, Chair, Department of Political Science, University of Waterloo, 200 University Avenue, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The review of applications and letters of reference, addressed to Dean Fullan, can be submitted by e-mail to the following confidential address: academicpositions@uottawa.ca. The University of Waterloo is strongly committed to equality of employment for all. All qualified candidates are encouraged to apply. The University of Waterloo invites applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply. The anticipated start date for the position is January 1, 2003. Preference will be given to candidates with research interests in the study of public policy. The position involves teaching and supervision at the Masters and Doctoral levels, at least one of the following research interests: political economy, environmental economics, economic development, or health economics. Applications with a curriculum vitae, graduate transcripts and names and addresses of three referees should be sent to: Professor Christopher Ross, Chair, Psychology Committee, School of Public Administration, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. The closing date for applications is December 23, 2002. Carleton University is committed to equality of employment for women, Aboriginal persons, visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

PUBLIC ADMINISTRATION

CARLETON UNIVERSITY — Subject to budgetary approval, applications are invited for a tenure-track position in the School of Public Administration, Carleton University. To commence January 1, 2003. Preference will be given to candidates with a PhD in Economics, with a strong research interest in the application of economic theory in the study of public policy. The position involves teaching and supervision at the Masters and Doctoral levels, at least one of the following research interests: public administration, environmental economics, economic development or health economics. Applications with a curriculum vitae, graduate transcripts and names and addresses of three referees should be sent to: Professor Christopher Ross, Chair, Psychology Committee, School of Public Administration, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. The closing date for applications is December 23, 2002. Carleton University is committed to equality of employment for women, Aboriginal persons, visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

RELIGIOUS STUDIES

WILFRID LAURIER UNIVERSITY — The Department of Religion and Culture invites applications for a tenure-track appointment, commencing September 1, 2003. The position requires dependent upon qualifications, and subject to budgetary approval. The area of specialization is Islam and explores its interactions with other religious traditions. Other courses will be broader and either thematic or comparative. Applicants must show evidence of promise of superior teaching, research, and service. Applications for this position are invited from individuals who are of sufficient quality and quantity to warrant appointment to the Graduate faculty. Applicants should send a letter of application, curriculum vitae, transcripts, sample publications, and teaching evaluations, for example, for undergraduate and graduate courses. Letters fully and candidly assessing the applicant should be sent directly from three referees. Applications should be sent to Dr. Christopher Ross, Chair of the Search Committee, Department of Religious Studies, Wilfrid Laurier University, Waterloo, Ontario N2L 3G5; he may be contacted at cross@wlu.ca.



University of Alberta Edmonton

Dean, Faculty of Science

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Science.

The University of Alberta has a clear vision, shared by the Faculty of Science: to be indisputably recognized, nationally and internationally, as one of Canada's finest universities and among a handful of the world's best. The University plays an integral role in the educational, business and cultural life of Alberta through the impact of its integrated mandate of teaching, research and community service. In excess of 4,500 courses are offered in 16 Faculties at the University of Alberta where more than 33,000 students are enrolled.

The Faculty of Science consists of approximately 300 full-time faculty members and 250 support staff in seven Departments that offer B.Sc., M.Sc. and Doctoral programs. The Departments are Biological Sciences, Chemistry, Computing Science, Earth and Atmospheric Sciences, Mathematical and Statistical Sciences, Physics and Psychology. In addition to offering undergraduate programs to over 6,000 full-time students, the academic staff members are actively involved in graduate instruction and research. Research activities generate approximately \$55 million in grant and contract support. Further information may be obtained from the World Wide Web at <http://www.ualberta.ca/SCIENCE>

The Dean is responsible to the Provost and Vice-President (Academic) for the supervision and administration of the academic programs, budget, and all activities of the Faculty. Candidates should have proven administrative ability, well-developed leadership skills and strong academic qualifications in a field of research that enhances the activities of the Faculty.

The appointment will take effect on July 1, 2003 or as soon as possible thereafter.

Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees should be submitted by December 15, 2002 to:

D.R. Owram, Provost and Vice-President (Academic)
2-10 University Hall, University of Alberta
Edmonton, Alberta, Canada T6G 2J9
Or, by electronic mail to: provost@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

voice teachers. The candidate will be expected to be able to teach and coach production at both undergraduate and graduate levels, as well as supervise graduate students. The Performance area of the Department of Theatre includes a two-year undergraduate conservatory and a two-year conservatory in musical theatre. In addition to the two year courses in acting, directing and playwriting, the Graduate Program in Theatre offers a two-year Voice Teacher Diploma which is compatible with the MFA in Acting and a one-year Drama and Musical Theatre Diploma for applicants who already hold an appropriate MFA or MA. Salary will be commensurate with the qualifications and experience of the candidate. Candidates should forward a letter of application, a detailed curriculum vitae, names, addresses, telephone numbers, fax and e-mail if possible of three referees to: Professor Robert Fothergill, Search Committee, Theatrical Arts Centre for Film and Television, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada. Fax: 416-736-2973; e-mail: rob@yorku.ca. Deadline for applications is January 15, 2003. York University has an Affirmative Action Program with respect to faculty and librarianship. Persons with disabilities, women, racial/visible minorities, persons with disabilities and Aboriginal peoples. Persons in these groups must self-identify to participate in the Affirmative Action Program. Applications received before December 15, 2002, will receive priority. The Affirmative Action Program can be found on York's website at www.yorku.ca/aa/; a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

TRANSLATION

THE UNIVERSITY OF OTTAWA — The STI invites applications for a full-time tenure-track position, with the rank of Assistant Professor. Full-time commitment, and specific areas of interest, one or more of the following areas: technical translation, general translation. The successful applicant will be required to teach at both graduate and undergraduate levels in English and French, and to contribute to the life of the School. The applicant will be expected to carry out research and participate in administrative duties. Minimum qualifications: Doctorate or equivalent and public teaching experience. Experience in university teaching, knowledge of visual arts, and definite advantage. Professional experience would also be desirable. English speaking as well as French speaking applicants will be considered. Salary in accordance with the collective agreement. Deadline for applications: December 1, 2002. Starting date: July 1, 2003. Letters of application, accompanied by a detailed and up-to-date curriculum vitae, copies of principal publications and the names of three referees, should be sent to: Dr. Robert Blaschuk, Director, School of Translating and Interpreting, University of Ottawa, Box 450, Station A, Ottawa, ON K1N 6NS. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will have priority. Persons of Ontario have priority. The University's Affirmative Action Program can be found on York's website at www.yorku.ca/aa/; a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

TRADEITION

MCGILL UNIVERSITY — A Research Associate position is available immediately in the laboratory of Dr. Orest Blaschuk. The position requires an experienced individual with at least 5 years postdoctoral training in cell biology. In particular, we are interested in individuals with extensive experience with phase display technology and tissue culture. It is also required that applicants be bilingual. Interested individuals should send their curriculum vitae, a brief statement of research interests and coordinates of three references before December 15, 2002 to: Dr. Orest Blaschuk, Urology Research Laboratories, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, H3A 1A1 in accordance with Canadian Immigration regulations. This advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

PHYSICIENNE EN CHIRURGIE

THE UNIVERSITY OF GUELPH — The Department of Pathobiology, Ontario Veterinary College, University of Guelph, invites applications for a tenure-track position in Visual Arts at the Assistant Professor level in veterinary pathology. The ideal candidate will have a degree in veterinary medicine from an accredited school and PhD or DVM in pathology. Duties will encompass teaching veterinary and graduate students, as well as research and professional development. The position is located in Guelph, Ontario, Canada N1G 2W1, fax 519 824-5930, email: prenton@uoguelph.ca. For information on the Department or City see <http://www.uoguelph.ca/bioPatho.html>; <http://www.uoguelph.ca>

and prospective student education. Preferably will be open to candidates who are board eligible or certified by the ACVP.

The successful applicant must be eligible for licensure to practice veterinary medicine in Ontario. Willingness to be an active member of the Department, College of Veterinary Physicians and Veterinarians of Ontario, and the community is expected. The Department has recognized strengths in mammalian and comparative pathology, veterinary infectious diseases, and immunobiology. Faculty have established research programs in these areas and interact through provincial, federal and industrial sources and the Department has an efficient infrastructure to support animal research. The Ontario Veterinary College is currently involved in a comprehensive program to develop and expand competency based curricula for veterinary students, which offers the opportunity to apply innovative teaching concepts. The AHL serves Veterinary Teaching Hospital and the veterinary community at large with a broad range of services. The AHL is a modern, well equipped facility. The City of Guelph is a pleasant community of 100,000 people, adjacent to southern Ontario's technology triangle, approximately one hour west of Toronto. The University of Guelph is a modern, well equipped facility. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Persons of Ontario have priority. The University's Affirmative Action Program and strong encouragement applications are encouraged by a detailed and up-to-date curriculum vitae, copies of principal publications and the names of three referees, should be sent to: Dr. Robert Blaschuk, Director, School of Translating and Interpreting, University of Ottawa, Box 450, Station A, Ottawa, ON K1N 6NS. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications for a tenure-track position in Visual Arts at the Assistant Professor level to commence July 1, 2003. The position is subject to budgetary approval by the University. The Visual Arts Department at York University is one of the leaders in art practice in Canada. The department is committed to the development of critical and creative research in art and art history and to the development and expansion of program in all studies and studio areas. Recent renovations of undergraduate studio spaces, expansion of the MFA studios, and the loan Goldring Visual Arts Studio Center confirmed the quality of our facilities. The successful candidate will be a practicing artist with an active exhibition record and expertise in print media, including knowledge of related theoretical issues. The candidate will be expected to expand studio practice or one of the following areas: intaglio, lithography, screenprinting and relief, as well as critical studies courses at all levels of the undergraduate and graduate programs. Additional responsibilities include teaching of disciplines relating to print media and studio practice. The successful candidate will be eligible. Experience in extended print practice such as print installation, artist's books or multiples is an asset. The position requires a modicum of travel to graduate supervision in the MFA studio environment. Administration, teaching duties and responsibilities including departmental, faculty and university committees. Applicants must have an MFA degree or the equivalent. Applications will include a detailed curriculum vitae, a statement of research interests, a statement of current work, a statement of teaching philosophy and recent course outlines, recent publications/catalogues and the names, email, and addresses of three referees. Applications may be submitted to: Dr. Barbara Egan, Chairman of the Department, School of Visual Arts, University of British Columbia, 2215 Main Mall, Vancouver, BC V6T 1Z2, Canada. Tel: 604-822-5352, fax: 604-822-5350, email: egan@vancouver.ubc.ca. For information on the Department or City see <http://www.ubc.ca/departments/vsa/>

ART VISUEL

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for a tenure-track position in Visual Art at the Assistant Professor level, beginning July 1, 2003, subject to final budgetary approval. UBC one of the largest and most distinguished universities in Canada, is located in Vancouver, British Columbia. Vancouver is a young, vibrant city whose thriving art community is internationally renowned. The Department of Art History, Visual Art, and Theory integrates the visual arts with art history, and is a leading research component in Canada. For more information visit our website: www.finearts.ubc.ca. We seek a candidate who possesses a demonstrated expertise in the theory and history of photography and in both theoretical and practical aspects of print media, including book arts and studio practice. The successful candidate will have the following qualifications: an MFA degree or equivalent, an active exhibition record, individualized research interests, a record of research and publication, the ability to teach at all levels from foundations to graduate courses, a strong commitment to administrative responsibilities and to curriculum development. Applications should be submitted by December 15, 2002. Send a statement of professional strengths and teaching philosophy, visual documentation of current work (eg: 20 slides, video, CD Rom), relevant publications including authored works as well as reviews, and critical writing, the names and addresses of three professional references. Applications should be sent to: Chair, Visual Arts Search Committee, Department of Art History, Visual Art, and Theory, University of

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CAUT

Dean, School of Health Sciences The University of Lethbridge

The University of Lethbridge invites application and nominations for the position of Dean of the School of Health Sciences. Effective July 1, 2003, the initial term is for five years and may be renewed by mutual agreement.

Situated on the picturesque Oldman River in southwestern Alberta, and within sight of the Rocky Mountains, the University of Lethbridge is known around the world for its striking architecture and attractive location in a temperate continental climate. The University enrolls about 7,000 undergraduate and 300 graduate students with a faculty and staff complement of 1,200. It provides excellent undergraduate teaching and a rich learning environment made superior by the faculty's achievements in research and scholarship.

The School of Health Sciences offers two baccalaureate programs in nursing, a baccalaureate program in addictions counselling, and a certificate program in palliative care. These include a collaborative four-year nursing program offered jointly with Lethbridge Community College, and a two-year post-diploma nursing program. Students may obtain a Bachelor of Health Sciences degree in addictions counselling in four years from secondary school or in two years of post-diploma studies. The Certificate in palliative care is open to students from various disciplines.

Reporting to the Vice-President (Academic), the Dean is responsible for the supervision and administration of

academic programs, budget and activities of the School of Health Sciences. The Dean is expected to provide creative leadership contributing to the development of the School and its programs.

The successful candidate will have a doctoral degree in nursing, addictions counselling, or a related discipline, and be eligible for professional registration, if it is available, in the Province of Alberta. As an experienced educator with a record of published research and scholarship, the Dean is expected to foster relationships with the broader health care community. The individual should have excellent interpersonal skills, be politically astute, have a strong presence, and be a visionary with proven innovation in leadership.

Applications and nominations may be directed, in confidence, to the address below. The Search Committee will begin considering applications in November 2002.

The University of Lethbridge is an equal opportunity employer. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada.

Janet Wright & Associates Inc.

23 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9 Fax: 416-923-8311

E-mail: resumes@jwsearch.com
www.jwsearch.com



Research Associate & Team Leader Lithospheric Extensional Processes Oceanography Department

For a full job description and information on the Dalhousie Geodynamics Group visit our website at: <http://adder.ocean.dal.ca>



Applications to: Dr. Chris Beaumont
Department of Oceanography
Dalhousie University, Halifax, NS B3J 3J1
E-mail: chris.beaumont@dal.ca; Fax: 902-494-3877

Research Associate & Team Leader Lithospheric Extensional Processes Oceanography Department

For a full job description and information on the Dalhousie Geodynamics Group visit our website at: <http://adder.ocean.dal.ca>



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Department of Oceanography
Dalhousie University, Halifax, NS B3J 3J1
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Department of Oceanography
Dalhousie University, Halifax, NS B3J 3J1
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Core Funding Lost in the Shuffle

By COLIN STARNES

OVER the past 24 years there have been dramatic changes in the funding of Canadian universities. In 1978, government funding accounted for 84 per cent of Canadian universities' operating budgets. By 2002, that funding had declined to about 60 per cent.

The 1995 federal budget created a new block transfer program called the Canada Health and Social Transfer (CHST) that replaced the combined transfer for health and post-secondary education made under the 1977 Established Programs Financing (EPF) and social transfers formerly made under the Canada Assistance Plan. In 1996 and 1997 cuts were imposed through CHST that reduced the total transfers by \$6 billion.

For almost 20 years EPF had provided money and tax transfers to the provinces to fund health services and post-secondary education, areas for which the provinces have direct constitutional responsibility. At the outset, 32 per cent of the total EPF transfer was allocated for the support of postsecondary education but Ottawa left it to the provinces to determine how much should be spent in each area.

The figure of 32 per cent was determined as a national average. It did not exist in any province at the time EPF was created and it was anticipated the EPF transfer would allow many provinces to allocate more to health care than to post-secondary education. This was desirable because the transfer was created at the very moment the bust following the baby boom was reaching the age at which they would normally begin post-secondary studies.

The widespread expectation was that enrolment in higher education would decline, but the policy makers did not take growing participation rates into consideration. The expected declines did not arise and enrolments grew rapidly during the 1980s.

IN THE LAST few years Ottawa has begun to restore the \$6 billion through the CHST. Transfers under this program do not have an amount earmarked for post-secondary education and, since that restoration began, all the provinces have directed far more of this money to health care than they did prior to 1995, and correspondingly less to the other sectors.

The combined result is that in the 20-year period when enrolments have grown by more than 60 per cent government support for the core operating budgets of universities has declined by 30 per cent on a per student basis. By contrast, in the United States during the same period governments substantially increased the level of support they provided per student.

Through the late 1990s the federal government began to invest large additional sums in post-secondary education, especially in fields where it had a stronger constitutional claim to be directly involved than it did in the funding of core operations.

Chiefly these have been in student assistance tax measures, in grant programs like the Millennium Scholarships (\$2.5 billion) and the Canada Education Savings Grant, and in the form of targeted funding for research in areas specified by the federal government. The bulk of these funds is directed towards applied sciences such as health, natural and computer sciences, and engineering.

Ottawa is in the process of creating 2000 fully-funded Canada Research Chairs (\$900 million). And, through the Canada Foundation for Innovation (\$3.15 billion), is seeking to provide 40 per cent of the costs of the necessary infrastructure without which meaningful research cannot take place.

The stated aim is to have Canada move to fifth place in the world — from its position as 14th — in research support. This is an important goal, but the increase in federal research funding coupled with the decrease in provincial funding of core operations is having a number of serious consequences.

What is at stake is not a question of whether universities should focus on education or research. Both are necessary and each contributes to the other. Nor is it doubted that by the mid-1990s spending on university research was at dangerously low levels. The question is what will happen as the research activities of the university receive more than



\$4 billion in new funding at the same time as core operations struggle to manage with the steep decline in government funding per student.

An example of these difficulties is found in the requirement of the CFI that the provinces, the private sector and the universities come up with 60 cents to add to every 40 cents provided by the CFI. This amounts to a demand to come up with more than \$4.7 billion in new money, in addition to what the universities were already relying on from the private sector and provincial governments.

This is a tall order in a country whose entire economy is smaller than that of California. And, to the extent that matching funds are found from the provinces and the private sector, to the same extent the university, provincial governments and the private donors will have aligned themselves (or been co-opted) by the federal research agenda.

The indirect costs of research are recognized in the 2001 federal budget which allocated a one-time sum of \$200 million, without matching requirements, to help universities and research hospitals with the financial pressures associated with the federal research agenda. These costs are ongoing, but the funding is not, at least not yet.

This combination of constant and longstanding decreases in government funding, with continually increasing student enrolment (which is expected to increase by another 25 per cent over the next decade) to which are added the indirect pressures and benefits of a vastly increased research agenda, have created a new environment in which undergraduate education must now make its way.

This raises the question about whether we are in the midst of an irreversible "sea change." If so, this would be of great importance to Canada inasmuch as undergraduate education constitutes more than 85 per cent of what universities do in terms of the students they serve.

The "privatization" of some smaller universities or of the undergraduate enterprise of others, appears inevitable and is actually underway. There are already some universities, especially in Atlantic Canada, where only about a third of their annual operating budget comes from government funding.

Privatization in this context does not mean renouncing all government support, but simply a dramatic increase in tuition at some institutions, thus creating a Canadian university system that would look and act much more like that in the U.S.

At present most provinces insist on some form of tuition fee regulation. Will provincial governments be able to prevent large tuition increases if doing so is seen to condemn their universities to mediocrity? Universities that believe they are able — in terms of reputation, size, endowment, or other factors — may determine to provide an improved level of undergraduate education by doubling their fees or more.

What of the others, especially those that will never be able to tap into federal research monies? Will they face a drift towards mediocrity rather like the long slow decline that has led to the current \$3.6 billion accumulated deferred maintenance problem identified by the Canadian Association of University Business Officers? Can this be prevented? Should we try to prevent it?

ALL OF THESE factors argue for a shift in our thinking about how undergraduate education will be provided, and to whom, and for what cost. There are important implications here for both individual students and their parents who may have to pay more or accept less. It has implications for Canada as a whole insofar as it may limit those who have access to a quality undergraduate education. Traditionally this has been the primary means by which young people learn to distinguish between knowledge and opinion.

Can we sustain a knowledge economy in a complex modern democracy with fewer rather than more who are able to make these distinctions? Wealthier provinces may be able to provide support for the undergraduate enterprise of their universities, but what of the others? What will be the effect of very high tuition in some institutions on those which don't, or can't, raise them so much? A rising tide? Sharply divided classes of institutions in the public perception?

The shift also implies a whole new set of problems that universities will have to address. These will turn in part around questions of accessibility and quality. In a tuition zone of \$10,000 or more, scholarships based on merit and need will become crucial. But at present we have little ability to assess accurately a family's financial situation in the manner of the big student aid offices of the American universities.

How will sharply rising tuition affect the relationship between undergraduate education and big research in the large universities that do both? How will it affect the relation between larger universities and smaller and middle-sized undergraduate universities? Will faculty positions become more entrepreneurial where more resources are at stake? Will a more stratified system of universities lead to greater levels of giving from individuals, like the American pattern where it is a lifelong interest of graduates to support and improve the standing of their university in a context of competitive rankings?

Such questions seem to be lurking just beneath the surface. Perhaps we should begin by considering the question of whether a sea change is actually underway. ■

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